



# AGENDA

## Civil Rights Commission

6:00 PM - Wednesday, August 4, 2021  
City Hall, 1225 6th Avenue

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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. Mental Health Liaison Presentation - Brooke Bige, Marion Police Law Enforcement Liaison

### REGULAR AGENDA

1. Motion to approve the July 7 and July 10, 2021 minutes 2 - 5  
[Civil Rights Commission - Jul 07 2021 - Minutes - Pdf](#)  
[Civil Rights Commission Special Meeting - Jul 10 2021 - Minutes - Pdf](#)
2. Election of Vice Chair
3. Executive Committee Report 6 - 7  
[MCRC ED Report 8.4.21](#)  
[Marion Inquires & Intakes August 2021](#)
4. Cedar Rapids Executive Director's Report
5. Communication and Outreach Committee Report
6. Subcommittee Discussion
7. Community Equity Task Force Report
8. 2021 History Makers Gala Sponsorship 8  
[2021 HMG Sponsor Levels](#)

### 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.



# MINUTES

## Civil Rights Commission

6:00 PM - Wednesday, July 7, 2021  
City Hall, 1225 6th Avenue

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*\*Minutes are in draft format until approved at the next meeting\**

The Civil Rights Commission of the City of Marion, Linn County, Iowa met on Wednesday, July 7, 2021, at 6:00 PM, in the Council Chambers of City Hall, 1225 6th Avenue, with the following members present:

PRESENT: Selita Jansen, Frederick Brown, Okpara Rice, Angelica Vannatta, Kent Jackson, Chris Stoner, Dave Baumler, and Renae Forsyth-Christy

ABSENT: Jennifer Tibbetts and Bret Nilles

STAFF PRESENT: Amal Eltahir and Alicia Abernathey

OTHERS PRESENT: Stefanie Munsterman-Scriven and Steve Moshier

### CALL TO ORDER

The meeting was called to order at 6:02 p.m.

### ROLL CALL

Commissioners, staff, and guests introduced themselves.

### PUBLIC FORUM

Steve Moshier stated he is present as a member of the Community Equity Task Force. The task force has discussed how their initiatives will carryover to the Civil Rights Commission. Moshier stated the task force will not always be a group and someone will need to take over the work and the Commission should be engaged now to ensure a successful transfer.

Jackson asked if the task force has an idea of when their work will end. Moshier stated he is not sure. Eltahir stated a consultant was brought on board to facilitate the work, but it is unclear as to when the work will be wrapped up for hand off. Vannatta asked if other organizations have shared an interest in taking on the work if it's not the Commission. Moshier stated others have not come forward and the task force has had minimal discussions about handing off the work. Vannatta asked if the consultant attends task force meetings. Brown stated the consultant met with small groups to get their feedback before meeting with the task force as a whole at the June meeting. Baumler asked if the task force will outline expectations of the Commission when handing over the work. Brown stated the overall recommendations of the task force will be shared and the Commission will be made aware of them before agreeing to take on the work.

## **PRESENTATIONS/GUEST SPEAKERS - None**

### **REGULAR AGENDA**

#### **Motion to approve the June 2, 2021 minutes**

Moved by Forsyth-Christy, seconded by Vannatta, to approve the June 2, 2021 minutes.  
Approved unanimously

#### **Executive Committee Report**

Bret Nilles arrived at 6:13 p.m.

Jackson stated the Commission will meet this Saturday to discuss the strategic plan.

#### **Cedar Rapids Executive Director's Report**

Stefanie Munsterman-Scriven, Cedar Rapids Civil Rights Commission (CRCRC) Executive Director, stated the pride panel discussion has been postponed until later in the month. Munsterman-Scriven shared information on upcoming outreach events and indicated CRCRC staff will return to the office Monday, July 12 with a phased approach to reopening to the public.

#### **Cedar Rapids Liaison Report**

Forsyth-Christy stated she does not have a report. Jackson stated the Commission will eliminate the liaison role as Stefanie Munsterman-Scriven attends meetings and shares updates. Vannatta requested if Stefanie will not be present at an upcoming meeting a Commissioner attend the CRCRC meeting to give an update.

#### **Communication and Outreach Committee Report**

Jansen stated the theme for August is National Night Out and asked if the CRCRC was planning any activities. Munsterman-Scriven stated the CRCRC is working on activities and will keep the Commission updated. Jansen requested the CRCRC communicate directly with Marion staff to promote upcoming events on social media and website.

#### **Community Equity Task Force Report**

Brown stated the task force met with the consultant to discuss plans for moving forward. As a result of the discussion, subcommittees of the task force were disband and going forward all discussions of the task force will be held as a group. Brown stated the City Manager will meet with the Human Resources Director and other staff to review current policies and procedures to ensure equity and the elimination of bias. Brown stated a report out should be available at the next task force meeting. Brown stated an in depth discussion will be held at a future meeting regarding policing.

Elthair stated the policy review timeline has been modified as the policies are under legal review and the consultant is waiting for this review to be finalized before moving forward with the equity and bias review.

Vannatta asked who leads the task force and if the work of the task force will be impacted by Lon Pluckhahn's departure from the City. Brown stated the Mayor is the Chair of the task force and the consultant will take the lead on future discussions and keep the task force moving. Elthair stated the consultant is guiding the agenda and Tom Treharne will take Pluckhahn's place on the task force.

Rice asked if there has been progress. Brown stated there is not as much as progress as he would like to see but the task force is moving forward. Moshier stated he plans to introduce an idea to the task force that they also review the fire department because they only have one female employee. Rice asked if the fire chief was on the task force. Brown indicated she is not on the task force but the task force is working to ensure all voices are heard and everyone feels welcome.

Vannatta asked if the consultant could present to the Commission. Brown stated the consultant will be a guest speaker at a future meeting. Vannatta stated it would be great if Commissioners and staff participated in the 21-Day Equity challenge to show the community the City is dedicated to having an equitable and welcoming community.

#### **National Disability Independence Day: July 22, 2021**

Abernathey stated the National Disability Independence Day proclamation will be presented at the July 22 City Council meeting and asked for a volunteer to accept the proclamation. Nilles volunteered to accept the proclamation.

#### **COMMISSIONER COMMENTS**

Rice stated he will forward an email to Elthair to share with the Commission. Rice stated Commissioners should be aware of the tone of the email. Rice stated Commissioners should also view the PBS Special "Divided We Fall".

Vannatta stated the moratorium on evictions was extended to the end of July.

Brown stated he is relocating out of Marion and will be stepping down from the Commission in September, which will open up the Vice Chair position. Jackson stated the Vice Chair election will be held at the next meeting.

Rice stated the youth man that recently passed away in the Adventureland accident had connections to the Marion community. Rice stated if anyone wants to assist the family email him for information.

#### **ADJOURN**

Moved by Bret Nilles, seconded by Renae Forsyth-Christy to adjourn the meeting at 6:56 p.m.

Approved unanimously

Respectfully submitted by:  
Alicia Abernathey, Administrative Assistant



# MINUTES

## Civil Rights Commission

10:00 AM - Saturday, July 10, 2021  
City Hall, 1225 6th Avenue

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*\*Minutes are in draft format until approved at the next meeting\**

The Civil Rights Commission of the City of Marion, Linn County, Iowa met on Saturday, July 10, 2021, at 10:00 AM, in the Council Chambers of City Hall, 1225 6th Avenue, with the following members present:

PRESENT: Selita Jansen, Angelica Vannatta, Bret Nilles, Dave Baumler, and Renae Forsyth-Christy

ABSENT: Frederick Brown, Okpara Rice, Kent Jackson, Chris Stoner, and Jennifer Tibbetts

STAFF PRESENT: Amal Eltahir

OTHERS PRESENT: None

### **CALL TO ORDER**

The meeting was called to order at 10:10 AM.

Quorum was not met.

### **REGULAR AGENDA**

#### **Strategic Plan Discussion**

Commissioners discussed goals and initiatives for the strategic plan.

### **ADJOURN**

The meeting adjourned at 11:58 AM.

Respectfully submitted by:  
Alicia Abernathey, Administrative Assistant

## Marion Civil Rights Commission (MCRC)

### Executive Director's Report

August 4, 2021

#### UPCOMING OUTREACH AND EDUCATION

- **Immigrant and Refugee Know Your Employment Rights Workshop**

*Tentatively scheduled for Sunday, August 29.*

Partnership with Catholic Charities and University of Iowa Labor Center to hold a workshop about employee rights.

- **Welcoming Week**

*Scheduled for September 10-19, 2021*

A nation-wide initiative that encourages local support and efforts to engage new Americans and create inclusive and welcoming communities.

Learn more here: <https://www.cedarrapids.org/our-community/welcoming-week>

- **Five Seasons (Vet) Stand Down and Resource Fair**

*Scheduled for September 10, location TBD.*

This event connects homeless or near-homeless Veterans and non-Veterans to services that help them transition to community living. CRCRC and MCRC can share a table, if tables are being offered. Awaiting further information from organizers.

- **Festival Latino 2021**

*Scheduled for September 12 at McGrath Amphitheatre.*

Celebration of Latin culture that has been hosted in Cedar Rapids to bring community together to enjoy music, dancing, food & more! CRCRC and MCRC can share a table, if tables are being offered. Awaiting further information from organizers regarding sponsorship.

- **AsianFest 2021**

*Scheduled for September 18 at Newbo City Market.*

Event to celebrate and recognize culture and heritage from all over Asia. As their first year back after a break last year, they only plan to have food vendors. Awaiting further information from organizers regarding sponsorship.

- **African American Museum of Iowa History Makers Gala**

*Scheduled for October 7 at The Hotel at Kirkwood Center*

The Museum's only fundraiser, recognizes individuals from across the state who exemplify leadership and have made a positive impact in their communities. They are seeking sponsorships and historically, we have had a table for 10 at this event.

#### 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 July 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.



# AFRICAN AMERICAN MUSEUM OF IOWA

55 12<sup>th</sup> Avenue, SE ~ Cedar Rapids, IA 52402  
319-862-2101 (O)/319-862-2105 (F)

## 2021 History Makers Gala Sponsorship Levels

*All proceeds will benefit the AAMI's mission "to preserve, exhibit and teach" through educational outreach programs, exhibits, traveling resources and so much more.*

### Premiere Sponsor - \$10,000

- Named table & 10 seats
- Full page ad in the History Makers Gala Program
- 30-60 second organization leader pre-recorded video aired during Gala
- A half page ad in the winter issue of The Iowa Griot (quarterly newsletter)
- Organization Pop-Up Banner on display at the Gala (banquet room stage)
- Recognition in all promotional materials and at the event

### Gold Sponsor - \$5,000

- Named table and 10 Seats
- ½ page ad in the History Makers Gala Program
- Organization Pop-Up Banner on display at the Gala (atrium reception)
- Recognition in all promotional materials at the event

### Silver Sponsor - \$2,500

- Named table & 10 seats
- ¼ page ad in the History Makers Gala Program
- Organization Pop-Up Banner on display at the Gala (banquet room)
- Listing in the History Makers Gala Program
- Recognition at the event

### Bronze Sponsor - \$1,000

- Named table & 10 seats
- Listing in the History Makers Gala Program
- Recognition at the event
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### Table Purchase - \$600

- Named table & 10 seats

Sponsor Organization Name: \_\_\_\_\_

Address: \_\_\_\_\_

Contact Name: \_\_\_\_\_

Sponsorship Level: \_\_\_\_\_ Amount Remitted: \_\_\_\_\_

Logo/Ad (if applicable) Sent: \_\_\_\_ Yes \_\_\_\_ Forthcoming

Table Guest List (10):

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____