



AGENDA

Civil Rights Commission

6:00 PM - Wednesday, January 5, 2022
City Hall, 1225 6th Avenue

Page

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 the work of the Commission.

REGULAR AGENDA

1. Motion to approve the December 1, 2021 minutes 3 - 6
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2. Election of Chair
3. Election of Vice Chair
4. Executive Committee Report
5. Cedar Rapids Executive Director/Liaison Report
6. Inquiry & Complaint Update 7
[Complaint Inquiries & Intakes As of 12.31.21](#)
7. Equity Check-In
8. School Districts Partnership
 - Meeting Report Out
 - Shared Priorities
 - Equity Statement
9. Black History Month Discussion
10. Commission Housing Grant Reports 8 - 11
[Marion Housing Grant Report](#)
[LMI Civil Rights Grant - Final Report 2021](#)
[Financial Report for Rent Assistance Project 2021](#)
11. Commission Vacancies

PUBLIC FORUM

This time is for comments from the public on topics listed on the agenda or general comments related to the work of the Commission.

COMMISSIONER COMMENTS

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

ADJOURN

Upcoming Proclamations -

- Martin Luther King Jr. Day: January 6, 2022
- Black History Month: February 3, 2022
- Women's History Month: March 3, 2022

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, December 1, 2021

City Hall, 1225 6th Avenue

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, December 1, 2021, at 6:00 PM, in the Council Chambers of City Hall, 1225 6th Avenue, with the following members present:

PRESENT: Selita Jansen, Okpara Rice, Angelica Vannatta, Kent Jackson, Chris Stoner, Jennifer Tibbetts, Bret Nilles, Dave Baumler, and Steven Moshier

ABSENT: Renae Forsyth-Christy and Ann DiGiacomo

STAFF PRESENT: Amal Eltahir and Alicia Abernathey

OTHERS PRESENT: Anthony Schoepske

CALL TO ORDER

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

ROLL CALL

Commissioners and staff introduced themselves.

PUBLIC FORUM

No one from the public wished to speak.

REGULAR AGENDA

Motion to approve the November 3, 2021 minutes

Moved by Nilles, seconded by Vannatta, to approve the November 3, 2021 minutes.
Approved unanimously

Executive Committee Report

Jackson stated the committee met to discuss the agenda and also discussed the recommendations from the equity task force. Jackson stated a meeting is scheduled in January with the Linn-Mar & Marion Independent school districts.

Cedar Rapids Executive Director/Liaison Report

Vannatta shared information provided in the report from the Cedar Rapids Civil Rights Commission (CRCRC). Vannatta asked Commissioner Rice to share his experience regarding the Racial Equity Allyship Panel event. Rice stated the event included a diverse panel with diverse experiences.

Dave Baumler joined the meeting at 6:07 p.m.

Commissioners discussed the racial equity event. Vannatta stated she would like more information from the CRCRC on the Legislative 101 virtual events so the Commission can participate.

Inquiry & Complaint Update

Abernathy explained changes made to the inquiry and complaint spreadsheet and asked for feedback. Commissioners indicated they would still like the document included in the packet even if there are no inquiries or complaints for the month.

Tibbetts asked if the website could be updated to include additional information on filing a complaint. Abernathy indicated she plans to create intake forms for the Commission and will add the forms and additional information to the website upon completion.

Community Equity Task Force Report

Tibbetts stated the task force met and gave final approval on recommendations that will go to City Council next week. Tibbetts outlined the four groups of recommendations the task force approved. Tibbetts stated the recommendations will go to City Council next week for their review and approval.

Rice asked if the topic of review boards will be discussed again in the future. Eltahir stated discussions regarding a review board included how there is not enough data at this time to make an educated decision. Eltahir stated City Council will review the data and the idea of a review board at a later date. The Commission discussed review boards including their purpose and effectiveness.

Baumler asked who is responsible for the education portion of the recommendations. Moshier stated the task force recommendations include a diversity, equity, and inclusion (DEI) position that will assist in holding the City accountable and will work on outreach. The Commission discussed the DEI position including the job description, duties of the position, the timeline for hiring, etc.

Tibbetts requested the Commission have a topic on the agenda each month to continue conversations the task force recommendations to ensure things are getting done. Abernathy stated she will change the standing item on the agenda to focus on an equity discussion.

School Districts Meeting Report Out

Vannatta stated another meeting was held with the school districts and a discussion was had regarding the school districts issuing a statement on the importance of diversity, equity,

and inclusion. The Commission discussed recent incidents in the school districts and ways to assist them in making changes.

Motion to approve the 2022 Strategic Plan

Vannatta stated the Commission will need to determine action steps for each objective after the strategic plan is approved. Vannatta stated the Commission will be held accountable in completing the strategic plan.

Abernathey pointed out an error in the table of contents. Commissioners pointed out a few grammatical and formatting errors.

Moved by Nilles, seconded by Baumler, to approve the 2022 Strategic Plan with formatting and grammatical corrections.

Moshier stated the Commission will not go anywhere unless there is a voice in the community. Moshier suggested a reorder of the objectives moving objective 4 to the beginning. Discussion was held on the order of the objectives.

Approved by the following votes:

Ayes: Jansen, Rice, Vannatta, Jackson, Stoner, Tibbetts, Nilles, and Baumler

Nays: Moshier

Chair and Vice Chair Nominations

Eltahir and Abernathey explained the process of voting for the Chair and Vice Chair positions that will take place at the January Commission meeting. Eltahir and Abernathey asked the Commission to share nominations or recommendations for each position so staff can adequately prepare for voting at the January meeting. The Commission nominated Commissioners Jackson and Vannatta for the Chair position. The Commission nominated Commissioner Tibbetts for the Vice Chair position, along with whoever does not win the Chair position.

Commission Vacancies

Eltahir stated there will be three vacancies on the Commission. Jansen and Stoner shared why they would like to step down from the Commission. Eltahir shared DiGiacomo will also step down from the Commission. Eltahir shared there are no current applications on file and requested Commissioner assist in promoting the vacancies.

Commissioners thanked to Jansen and Stoner for their service and contributions to the Commission.

Discussion on Human Rights Proclamation: December 9, 2021

Abernathey indicated a proclamation will be read at the December 9th Council meeting and asked if a Commissioner would be willing to accept the proclamation on behalf of the Commission. Nilles volunteered.

PUBLIC FORUM

No one from the public wished to speak.

COMMISSIONER COMMENTS

Rice stated Black History Month is in February and Brandon Fleming will serve as guest speaker at an event. Rice stated he will send information out on the event.

Moshier recommended Commissioners review materials from Dr. Phil Goff.

ADJOURN

Moved by Moshier, seconded by Vannatta to adjourn the meeting at 8:07 p.m.

Approved unanimously

Respectfully submitted by:

Alicia Abernathey, Administrative Assistant

Marion Intakes/Inquiries Received by CRCRC Since January 2, 2020				
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 maintoring 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.
11	August 4, 2021	Employment	Sex	Differential treatment based on sex; has not been paid for several hours of work
12	August 31, 2021	Housing	Service Animal	Landlord is asking tenant to pay a monthly pet fee for her service animal
13	September 1, 2021	Housing	N/A	Water is shut off for several hours several times each month during the spring and summer months; tenants have been unable to reach landlord
14	September 24, 2021	Public Accommodation	Physical Disability	Local business does not have adequate wheelchair access to the building
15	September 24, 2021	Housing	N/A	Mobile home park manager asked tenant to give them the title to his mobile home so they can tear it down; told him they would charge him for tearing it down if he doesn't give them the title

[illegible]



Marion Housing Grant Report

1. Was the fund allocation implemented as planned?

Waypoint has not administered all the assistance awarded. There have been additional funding resources available to all residents of Linn County through Emergency Solutions COVID (ESG CV) and Linn County Emergency Rental Assistance Program (ERAP). Funding for these programs were intended to keep all Linn County residents in their housing or access new housing and to help and support community landlords. Waypoint has encountered very few rental households who did not qualify for existing assistance.

2. Were fund recipients representative of the targeted populations? Who was excluded and why?

Yes, Waypoint provided assistance to targeted rental households at or below 50% of the area median income (AMI) to create safe, stable housing opportunities with existing housing stock in Marion. Waypoint would support connecting households to permanent housing within fair market rates to align with its goal of ensuring housing has long-term affordability potential.

There were inquiries from residents of Marion that had incomes higher than the 50 % AMI. Those households could be served with additional resources exist in the community. Waypoint also observed trends of Marion residents needing mortgage assistance as opposed to rental assistance.

Many people with lower income wanting to reside in Marion were excluded because of the impact of housing costs. With changes in housing market, property owners can charge higher rental costs which excludes households with a lower income. Lower income households may not be able to afford living in Marion.

3. Were the services provided implemented consistently with grant protocols i.e were the recipients considering themselves Marion citizens?

Yes, funds were administered to residents of Marion and those households at or below 50 % of the area median income (AMI). 100% of those served were within grant protocols.

4. How many participants received each of the targeted services' categories or interventions?

To date 2 people (one - single parent head of household) received assistance under this funding opportunity. With the addition of additional rental resources in the community that can support households for multiple months, if needed, there has been limited need for rental assistance through this resource. Waypoint continues to support Marion residents to identify rental assistance that will best meet the household needs.

5. Was there a meaningful improvement in the condition of the targeted housing concerns? Was there an improvement in the health of the targeted recipients?



Most of the households Waypoint assisted were able to be assisted by the Linn County ERAP due to more flexibility with the program, and longer assistance. To have the biggest impact on the Marion community, housing affordability pricing needs to be reviewed or income limits need to better align with households attempting to reside in Marion. Waypoint did provide outreach and engagement with Linn Mar and Marion School districts to make staff aware of resources available for families with a housing crisis. Waypoint did not receive any referrals from either of the school district which is either an indication there is a not a need or perhaps needs were met with those additional rental resources available to all Linn County residents.

22nd December 2021

LMI Civil Rights Grant - Final Report 2021

1. Was the fund allocation implemented as planned? The allocation of these granted funds were distributed according to the plans included in the request. Qualified recipients received one month of rent assistance as well as an individualized care plan that identified obstacles to housing security and determined how housing needs would be met in future months.

2. Were fund recipients representative of the targeted populations? Who was excluded and why? Of the 60 unique households, 60% have children, 48% are minorities, 5% are veterans, and 22% have a disability. The only applicants who were excluded from this program were non-Marion residents. These applicants were referred and connected to other local agencies in the Cedar Rapids/Linn County area for assistance.

3. Were the services provided implemented consistently with grant protocols i.e were the recipients considering themselves Marion citizens? Yes. All recipients of this program provided proof of residence through their eviction notice and/or statement from their landlord – this confirmed their status as Marion Residents. All applicants completed an intake survey, which also provided voluntary demographic information about all applicants and helped identify other unmet needs.

4. How many participants received each of the targeted services' categories or interventions? This year the program had a total disbursement of \$56,052.99 to 60 unique Marion households.

5. Was there a meaningful improvement in the condition of the targeted housing concerns? Was there an improvement in the health of the targeted recipients? This program has helped Marion Cares facilitate further resource connection to vulnerable Marion residents. Prior to receiving the financial assistance, each client collaborated with us to create a care plan to help identify obstacles to housing security and determined how housing needs would be met in future months. This program has helped deepen the reach of Marion Cares into the neighborhoods we serve. Our relationships with the residents of our Marion Cares neighborhoods and the property managers there have broadened the access to crucial resources to vulnerable families. In so many instances, the obstacles to obtaining housing once it's lost is far greater than retaining existing housing.

On behalf of Marion Cares, I want to thank you for your support. This program has helped us identify the most vulnerable families in Marion and has grown a network that strengthens the social fabric of our community.

With gratitude,
L Campbell

Laura Campbell
Marion Cares Executive Director
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Executive Director

Laura Campbell

Assistant Director

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McDonald

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Contributions for Rent Assistance			
	4000 · Direct Contributions Revenue		
		4010 · Individuals	4,363.00
		4020 · Corporations	
		4030 · Congregations	25,160.00
		4040 · Board Members	
		4050 · Clubs	
		4000 · Direct Contributions Revenue - Other	
		Total 4000 · Direct Contributions Revenue	29,523.00
	4200 · Grant Revenue		
		4210 · Corporate/Business Grants	
		4230 · Foundation Grants	32,000.00
		4200 · Grant Revenue - Other	2,969.16
		Total 4200 · Non-Government Grant Revenue	34,969.16
	4500 · Government Grant Revenue		
		4520 · Federal Grants	
		4530 · State Grants	
		4540 · Local Government Grants	6,500.00
		Total 4500 · Government Grant Revenue	6,500.00
	5300 · Revenue From Investments		
		5310 · Interest - Savings	
		Total 5300 · Revenue From Investments	
	5800 - Special Events		
		Total 5800 - Special Events	
Total			\$70,992.16
Disbursements for Rent Assistance			
	8400 · Program and Projects Expense		
		8470 · Family Assistance - disbursements for rent assistance	56,052.99
Total			\$56,052.99
Remainder to be disbursed until 12/31/21 and then to roll over:			\$14,939.17