

IOWA CIVIL RIGHTS COMMISSION

ANNUAL REPORT

FISCAL YEAR 2000



The IOWA CIVIL RIGHTS COMMISSION Vision:
A state where all people are free from discrimination.

The IOWA CIVIL RIGHTS COMMISSION Mission:
*Enforcing civil rights through
Compliance, Education, and Advocacy*



STATE OF IOWA

THOMAS J. VILSACK, GOVERNOR
SALLY J. PEDERSON, LT. GOVERNOR

IOWA CIVIL RIGHTS COMMISSION
CORLIS S. MOODY
EXECUTIVE DIRECTOR

April 16, 2001

The Honorable Thomas J. Vilsack
Governor of the State of Iowa
The State Capitol
Des Moines, Iowa 50319

Dear Governor Vilsack:

In accordance with the Code of Iowa, I hereby transmit to you and the General Assembly, the Annual Report of the Iowa Civil Rights Commission for Fiscal Year 2000.

During Fiscal Year 2000, the Iowa Civil Rights Commission sought to eliminate discrimination by enforcing civil rights through compliance, education and advocacy. Our vision is a state where all people are free of discrimination. The Iowa Civil Rights Commission is fortunate to have the dedication of the staff, the commissioners, and the public in working together to eliminate discrimination.

Your continued support of the Commission and its ongoing efforts to carry out the mandates of the Legislature and the Act are earnestly solicited and appreciated.

Respectfully submitted,

Corlis S. Moody
Executive Director

The IOWA CIVIL RIGHTS COMMISSION is a state administrative agency formed in 1965 by action of the Iowa General Assembly. The agency operates under *Iowa Code 216*, also known as the Iowa Civil Rights Act. The Commission consists of a seven-member board appointed by the Governor that sets policy for the agency. The day-to-day operation is in the hands of an executive director and a staff of 32 persons.

Enforcement of the law by processing of individual civil rights complaints is the major part of the agency's work. Staff also engages in public education activities, community diversity appreciation work, study circles development and facilitation, and other programs that help the agency to achieve its mission and vision. In this report are the details of the array of work accomplished by the staff.

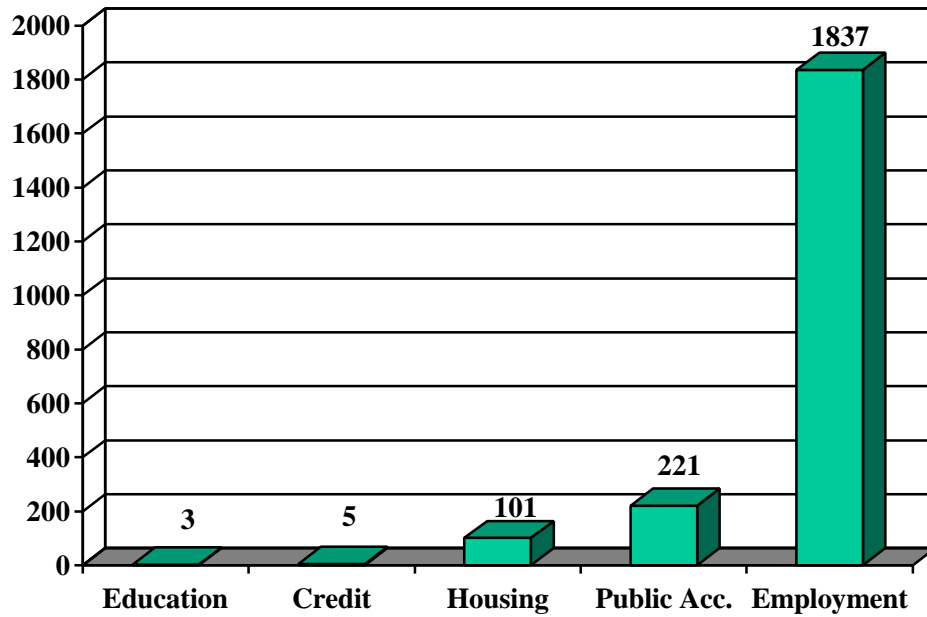
This has been a busy and eventful year for the IOWA CIVIL RIGHTS COMMISSION. In January 2000, Governor Tom Vilsack appointed a new executive director for the agency, Corlis Moody. Mrs. Moody replaced Diann Wilder-Tomlinson, who accepted the warden's position at Mitchellville.

CASE PROCESSING

During this fiscal year, **2,351** complaints were filed with the IOWA CIVIL RIGHTS COMMISSION, 77 more than the number filed in the previous fiscal year. Of those complaints, 151 were judged to be non-jurisdictional or untimely filed. Therefore, the number of complaints docketed for processing was **2200**. Resolutions numbered **2105**. Individuals who filed complaints with the IOWA CIVIL RIGHTS COMMISSION recovered **\$1,030,466.10** in settlement agreements/annualized benefits.

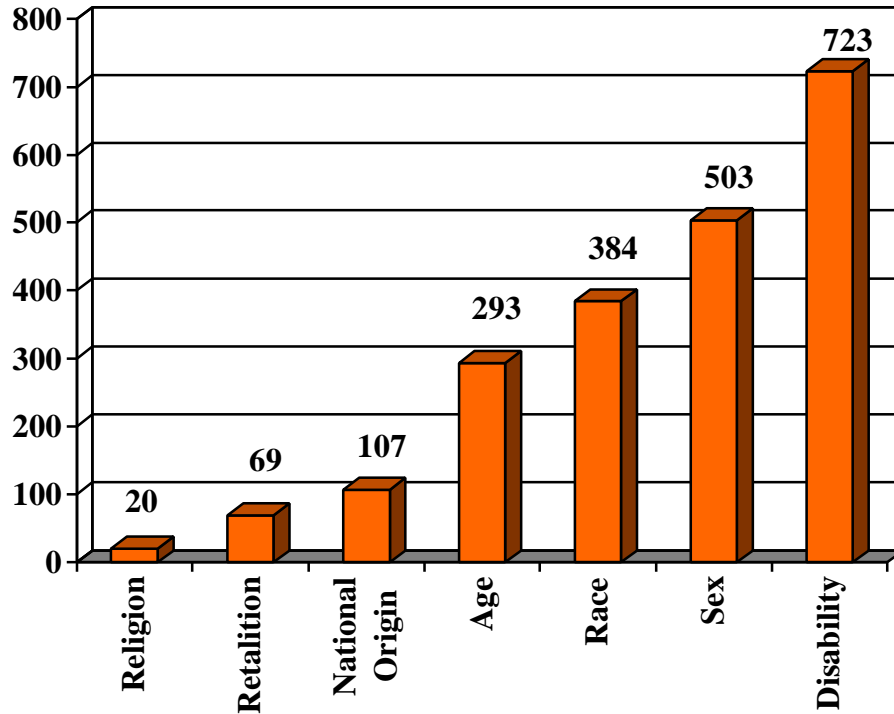
Employment continued to be the largest area of complaints filed, 83.5%. This year, the second largest area was public accommodations 10%; followed by housing, 4.59%.

Filings By Area:



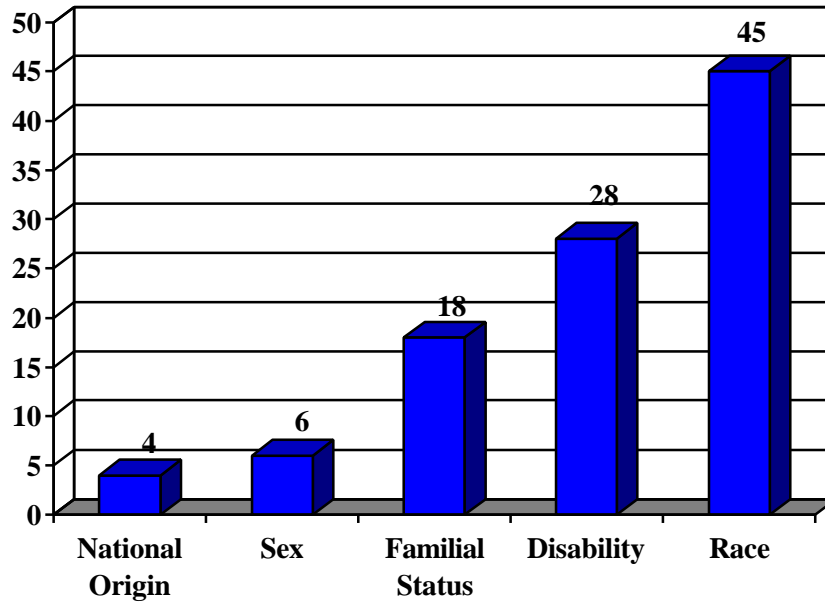
Disability continued to be the most frequently named basis (characteristic) for discrimination in employment, 34.44%. This was followed by sex discrimination at 23.96%. These two leading causes of discrimination were followed by race at 18.29%; age at 13.96%, and national origin at 5.1%. The other bases accounted for much smaller numbers of complaints.

Filings By Basis (Non-Housing):



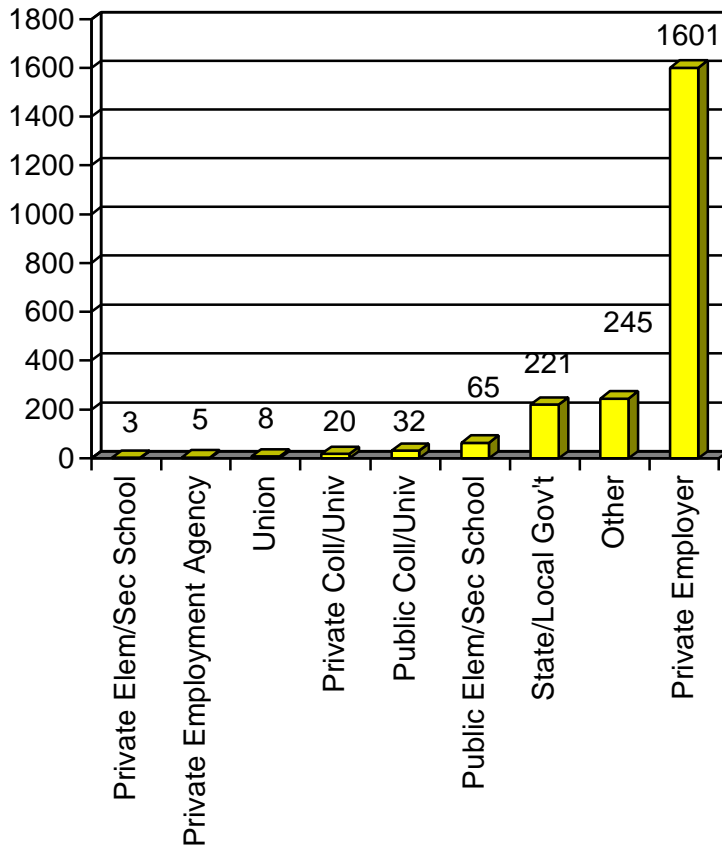
In housing complaints, race was the most frequently named basis for discrimination at 44.55%. This was followed by disability at 27.72% and familial status at 17.82%.

Filings By Basis (Housing):



In fiscal year 2000, 1601 cases or 72.77% were filed against private employers; this was followed by the Other category, 11.14%; and state and local government employers at 10.0%. Almost half of the cases filed with the IOWA CIVIL RIGHTS COMMISSION came from four counties. Together these counties accounted for 1059 of the cases filed with the agency.

Filings By Respondent Type:



Filings by County:

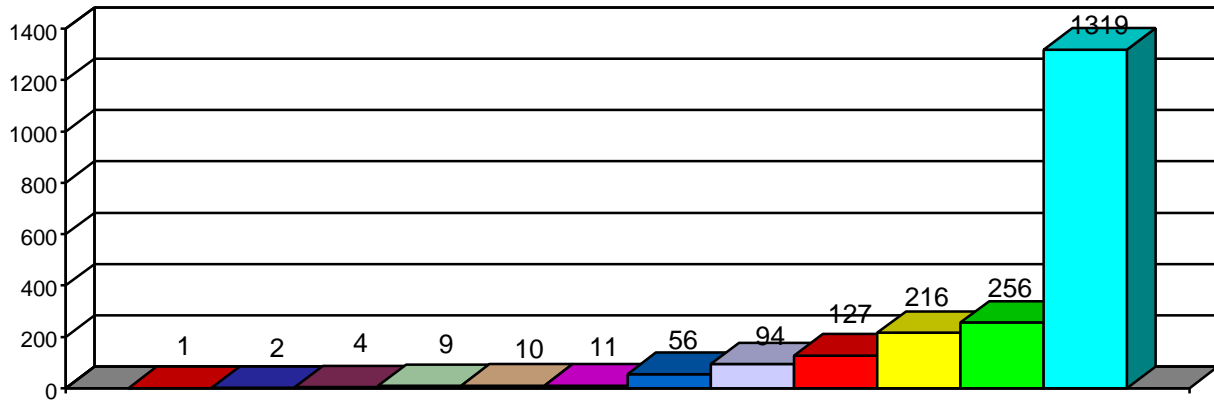
County	# of Cases
Polk	574
Scott	187
Linn	182
Black Hawk	116
Johnson	84
Pottawattamie	83
Dubuque	77
Woodbury	64
Cerro Gordo	63
Clinton	49
Webster	47
Story	41
Marshall	31
Marion	27
Des Moines, Muscatine	25
Lee	24
Dallas	23
Buena Vista	19
Jasper	18
Wapello	17
Henry, Poweshiek	15
Mahaska, Winnebago	14
Appanoose, Boone, Iowa	13
Carroll, Dickinson	11
Fayette, Fremont, Page, Union, Clay, Plymouth, Wright	9
Cherokee, Shelby, Sioux	8
Buchanan, Hamilton	7
Hancock, Jackson, Jones, Kossuth, Winneshiek, Bremer, Clarke	6
Jefferson, Montgomery, Warren, Washington, Cass, Cedar, Crawford	5
Floyd, Hardin, Louisa, Lucas, Lyon, Madison, Audubon, Franklin	4
Grundy, Humboldt, Ida, Taylor, Adair, Benton	3
Chickasaw, Clayton, Delaware, Emmet, Guthrie, Mills, Mitchell, Monroe, Pocahontas, Tama, Butler, Davis, Greene	2
Adams, Allamakee	1
Decatur, Howard, Keokuk, Sac, Van Buren, Wayne, Calhoun, O'Brien, Osceola, Palo Alto, Ringgold	0

Local human and civil rights commissions assist the IOWA CIVIL RIGHTS COMMISSION in processing or referring a number of cases every year.

Filings by Processor	
Processor	# of Cases
Iowa Civil Rights Commission	1820
Cedar Rapids Civil Rights Commission	76
Davenport Civil Rights Commission	62
Equal Employment Opportunity Commission	53
Des Moines Human Rights Commission	46
Mason City Human Rights Commission	38
Iowa City Human Rights Commission	21
Council Bluffs Human Rights Commission	20
Dubuque Human Rights Commission	18
Sioux City Human Rights Commission	14
Waterloo Human Rights Commission	9
Fort Dodge Human Rights Commission	9
Cedar Falls Human Rights Commission	6
Clinton Human Rights Commission	4
Fort Madison Human Rights Commission	3
Grinnell Human Rights Commission	1
Housing & Urban Development, Ames Human Rights Commission, Bettendorf Human Rights Commission, Burlington Human Rights Commission, Indianola Human Rights Commission, Keokuk Human Rights Commission, Marshalltown Human Rights Commission, Mt. Pleasant Human Rights Commission, Muscatine Human Rights Commission, Ottumwa Human Rights Commission	0

Of the 2105 case resolutions, the largest category was administrative closures at 62.7% followed by rights-to-sue 12.2%, no probable causes 10.3%, satisfactory adjustments (settlements) 6%, and withdrawal with benefits 4.5%.

Resolutions By Type:



- No Jurisdiction
- Other
- Prob. Cause/No Prob. Cause
- Withdrawal
- Settlements
- Rights-to-Sue
- Public Hearing
- Probable Cause
- Succesfully Conciliated
- Withdrawal w/Benefits
- No Probable Cause
- Administrative Resolutions

Education

The Education Team plans and implements the education and outreach activities of the Commission. The Commission’s educational programs are designed to inform people about their rights under the law, and to inform businesses, landlords, and other organizations how to conduct their operations in accordance with the law.

Staff are available, upon request, to conduct public speaking engagements, workshops, classes, and other events. This fiscal year, staff participated in **160** events, reaching **6,822** participants (media audiences not included). The most requested topics through the year were for programs on harassment and diversity issues. The Iowa Communications Network (ICN) enabled the team to do distance learning to other ICN locations.

A special focus this year for education was accessible housing for persons with disabilities. This was made possible by a grant from the U.S. Department of Housing and Urban Development. Educational workshops were conducted throughout Iowa and

informational packets were sent to individuals and organizations regarding state and federal accessibility laws.

The citizens of Iowa continued to use the video lending library offered by the Commission. New titles were added to the video lending library. There were **252** uses of the videos by staff and by citizen requests.

The public called the Commission for information **2,991** times during the year. These non-complaint-related calls came from employers, employees, renters, attorneys and others who wanted to know about civil rights and discrimination. The calls resulted in **28,613** items distributed. The doubled use of the Commission's web site resulted in a decrease of calls from last year, but increased the number of items sent out. There were more than **50,000** visits to the Commission's web site (www.state.ia.us/government/crc).

Internal staff were trained at the annual Gator U, held September 20th, 21st and 22nd 1999. The IOWA CIVIL RIGHTS COMMISSION also continued to co-sponsor the **I'll Make Me a World in Iowa** celebration, held this fiscal year on Saturday, February 5, 2000. The response was even greater than the first year with more than 2,000 people attending. This year as part of **I'll Make Me a World in Iowa**, an extensive outreach program was begun that lasted about six months after the actual celebration day.

Diversity Teams and Study Circles

There are currently 23 Community Diversity Appreciation Teams that have been formed in communities around the state. The teams have been formed for the purpose of fighting discrimination locally before it happens, and to be ready to respond with action if it does happen. The Commission provides staff support to a community wishing to form a team, and offers follow-up assistance as needed.

The IOWA CIVIL RIGHTS COMMISSION publishes *Team Diversity*, a newsletter to help communities network and share ideas. The Commission also has responded to hate incidents around the state, to support local people in taking a stance against hate crimes.

A “study circle” is a group of 10 to 15 citizens who meet in their community to discuss a topic of mutual interest, under the leadership of a trained facilitator. The goal is to have respectful, honest and participatory dialogue in an atmosphere that is non-confrontational and non-threatening.

The Commission was the leader in introducing study circles to Iowa several years ago; and continues to be an active supporter. While the Commission recommends starting the discussions on race and race relations, the groups can choose other topics important to their community, such as education, criminal justice, police/community relations, or immigration issues. Commission staff are available to help a community start a pilot project, to provide facilitator training or for consultation.

Study circles have proven to be an excellent addition to the Community Diversity Appreciation Teams in getting more citizens involved in working on a community’s discrimination issues.

The communities who participated in the Study Circle program this fiscal year were: Burlington, Cedar Valley (Waterloo), Cedar Rapids, Des Moines, Dubuque, Hampton, Humboldt, Iowa City, Marshalltown, Mason City, Mt. Pleasant, Muscatine, Ottumwa, Sioux City, Storm Lake, Tama, Toledo, Webster County (Fort Dodge) and West Branch.

Agency Funding

The total funding for the IOWA CIVIL RIGHTS COMMISSION for FY2000 was **\$2,091,909**. The dollars came from the State General Fund (\$1,222,910), as appropriated by the legislature; from complaint processing contracts from federal agencies (EEOC \$584,774 and HUD \$267,700); and from reimbursements for copying and civil rights complaints audits (\$16,525).

IOWA CIVIL RIGHTS COMMISSIONERS

ALICIA CLAYPOOL
Des Moines
Appointed May 1999

MOHAMAD W. KHAN
Pleasant Hill
Appointed May 1997

FLORA M. LEE
Sioux City
Appointed May 1997

DAVID LESHTZ
Iowa City
Appointed May 1999

JACK MORLAN
West Des Moines
Appointed May 1997

RACHEL SCHERLE
Henderson/Iowa City
Appointed May 1999

ROBERT L. SMITH, JR.
Waterloo
Appointed May 1997

IOWA CIVIL RIGHTS COMMISSION

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