

**COUNCIL BLUFFS CIVIL RIGHTS COMMISSION
MINUTES OF THE JANUARY 19, 2009 MEETING**

1. The meeting was called to order at 4:35 p.m. by Chairperson Alba. Roll call was answered by Alba, Barzydlo, Carle, Christie, Jacoby, Reed, and Wallace. Absent were Martinez and Mendoza. Mendoza was excused. Additionally present was Director Tamra Madsen.
2. A motion to approve the agenda was made by Wallace and seconded by Carle. The motion passed by a unanimous vote.
3. The revised draft of the minutes of the November 17, 2008 meeting were reviewed and discussed. A motion was made by Jacoby to approve the minutes, seconded by Christie. This motion was approved unanimously.
4. Several items were discussed under New Business:
 - A. Madsen discussed the Proclamation which the Mayor signed declaring this week Dr. Martin Luther King, Jr. Week. The Mayor also asked that City employees contribute to a food drive in honor of Dr. King. Commissioners also brought in food for the food drive, which Madsen will add to the food collected in efforts to aid the food banks in the area. Christie added that she also pioneered efforts for a food drive in honor of Dr. King for students, faculty, and staff at Iowa Western Community College, where Christie is employed. All were appreciative of Christie's efforts.
 - B. Madsen distributed surveys to the Commissioners, asking that they indicate the best days and times for Commission meetings, and updating the Commissioners' contact information. The surveys also asked the Commissioners what their long-term goals and vision for the Commission are.
 - C. Training for the Commissioners will be held on Wednesday, February 11th, 2009 with Tom Good, from the Iowa Civil Rights Commission ("ICRC"), commencing at either 4:00 p.m. or 4:30 p.m. Madsen will check with Mr. Good for the most-convenient time for him, and will advise the Commission regarding the start

time and location for the training. Supper will be provided. The training's focus will be on employment discrimination.

- D. The Commission discussed the idea of creating an individual logo for the Commission to be used on letterhead, the web site, and for other Commission business. Some Commissioners favored a photograph of the Commission for the web site, while others preferred a logo for the web site and the letterhead. Ideas were discussed, but no firm decisions were made at this time.
 - E. Madsen led a discussion regarding the recent League Meetings conducted via the State's ICN program. Carle and Jacoby also attended and shared information about the meeting. Despite some technical difficulties, it was helpful and informative to share information with other Commissions across the State. Jacoby and Madsen also reported on a recent telephonic training facilitated by the ICRC and conducted by a law professor from the University of Iowa regarding the new amendments to the ADA. Both Jacoby and Madsen felt the training was extremely instructive, and that the new amendments to the ADA will make claims for those with disabilities easier to pursue and hopefully make life for those with disabilities also easier.
 - F. Madsen reported that she has contacted the ICRC and has asked for assistance in having the Commission's Complaint Forms and Informational Packet translated into Spanish to better-facilitate complaints from those who are not native English speakers who live in the City. There are several VISTA's who will work on this project for the Commission. Those forms can then be added to the Commission's website to also make the complaint process easier. Alba asked whether the Commission will need to have interpreter to translate the completed forms for the Commission who are court-certified. Madsen will check into this and report back to the Commission at the next meeting.
5. Under Old Business, the only item discussed was the upcoming meeting dates for the coming year. Madsen will e-mail meeting dates for the coming year to the Commissioners, as well as upcoming training dates, the elder forum, the Celebrate Council Bluffs Parade, and other important dates.

6. Christie led the discussion about the upcoming community education forum the Commission is holding focusing on elder issues scheduled for March 31st, 2009. Wallace reported that he is working with Hy-Vee as an elderly-friendly employer as a possible panelist. Christie mentioned that Mendoza is working on the fair housing management perspective of this issue. Alba has recruited Barb from Southwest 8 and a senior citizen to be panel members. The Commission discussed whether more business representatives are needed for the panel. It was suggested that Madsen call Tom Jensen to follow up regarding the refreshments following the evening's program. Madsen will introduce the program and conclude the program, providing some information about the Commission in her remarks. Carle will discuss transitioning from independent living to assisted care. Reed volunteered to facilitate the panel discussion. Christie asked that each Commissioner think about several questions to forward to her via e-mail prior to the March Commission meeting from which she can generate a list of talking-points to use to stimulate the panel's discussion. Reed suggested that abuse of the elderly would be another topic to address, and that its prevention should be a legislative priority. The Commission agreed that the specific agenda for the evening can be finalized at the March meeting, which will be several weeks before the forum.

Wallace excused himself at 5:30 p.m. due to an urgent matter.

7. Per the Municipal Code of the City of Council Bluffs, § 1.40.070, Barzydlo moved, seconded by Carle, at 5:31 p.m., to go into Executive Session to discuss pending cases and case recommendations. The motion was approved unanimously. During Executive Session, Christie, recused herself at 5:39 p.m. from discussion regarding Case No. 07-03-W005 because of a possible conflict of interest. Reed moved, seconded by Jacoby, to return to regular session at 5:42 p.m.

Following Executive Session, the following action was taken in open session:

Barzydlo moved, seconded by Reed, to approve the Case Recommendation of a finding of No Probable Cause in Case No. 07-02-E003. The motion was approved unanimously.

In Case No. 07-03-W005, Barzydlo moved, seconded by Carle, to approve the Case Recommendation of a finding of No Probable Cause. The ballot was Ayes 5, Nays 0, and Abstain Christie. Motion carried.

8. There was no Other Business.
9. A motion to adjourn was made by Jacoby and seconded by Barzydlo. It passed unanimously, and the meeting was adjourned at 5:44 p.m. by Chairperson Alba.

Minutes prepared by:

Tamra L. W. Madsen