
Race Relations in Waterloo

**Iowa Advisory Committee to
The U.S. Commission on Civil Rights**

June 2002

A report of the Iowa Advisory Committee to the U.S. Commission on Civil Rights prepared for the information and consideration of the Commission. Statements in this report should not be attributed to the Commission, but only to participants at the community forum or to the Advisory Committee.

The United States Commission on Civil Rights

The U.S. Commission on Civil Rights is an independent, bipartisan agency established by Congress in 1957, reconstituted in 1983, and reauthorized in 1994. It is directed to investigate complaints alleging that citizens are being deprived of their right to vote by reason of their race, color, religion, sex, age, disability, or national origin, or by reason of fraudulent practices; study and collect information relating to discrimination or a denial of equal protection of the laws under the Constitution because of race, color, religion, sex, age, disability, or national origin, or in the administration of justice; appraise federal laws and policies with respect to discrimination or denial of equal protection of the laws because of race, color, religion, sex, age, disability, or national origin, or in the administration of justice; serve as a national clearinghouse for information in respect to discrimination or denial of equal protection of the laws because of race, color, religion, sex, age, disability, or national origin; submit reports, findings, and recommendations to the President and Congress; and issue public service announcements to discourage discrimination or denial of equal protection of the laws.

The State Advisory Committees

By law, the U.S. Commission on Civil Rights has established an advisory committee in each of the 50 states and the District of Columbia. The committees are composed of state citizens who serve without compensation. The committees advise the Commission of civil rights issues in their states that are within the Commission's jurisdiction. More specifically, they are authorized to advise the Commission on matters of their state's concern in the preparation of Commission reports to the President and the Congress; receive reports, suggestions, and recommendations from individuals, public officials, and representatives of public and private organizations to committee inquiries; forward advice and recommendations to the Commission, as requested; and observe any open hearing or conference conducted by the Commission in their states.

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Race Relations in Waterloo

Letter of Transmittal

Iowa Advisory Committee to
the U.S. Commission on Civil Rights

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Abigail Thernstrom

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The Iowa Advisory Committee submits this summary report, *Race Relations in Waterloo*, as part of its responsibility to advise the Commission on civil rights enforcement efforts in Iowa. The information for this report was received by the Advisory Committee at a community forum held on December 20–21, 1999, in Waterloo. The purpose of the meeting was to review selected civil rights issues in Waterloo and to obtain information about filing civil rights complaints with various government agencies.

Around 20 people appeared before the Advisory Committee, including three persons at the open sessions. Those invited to participate included city, county, and federal government officials, school district personnel, clergy, private citizens, and community organization representatives. These presenters provided a balance of perspectives related to civil rights issues. Federal representatives provided information on how to file a discrimination complaint.

As a result of the Environmental Protection Agency's presentation on environmental justice, the city of Waterloo submitted and was approved for a \$200,000 Brownfield grant. The presenter from the Office of Civil Rights, U.S. Department of Education, stayed in Waterloo an extra day and monitored the school district's corrective action plan. Waterloo residents were able to listen to their police chief talk about his department's operations and his relationship with the minority population. The school district superintendent noted new directions and improvements in the schools, while community activists described a serious dropout problem for minority students. One activist observed that many student dropouts enter the criminal justice system and eventually serve prison time.

Race relations were described as poor by some. However, the Waterloo Commission on Human Rights has established educational outreach programs, and the agency processes formal complaints in a timely manner. Since the Advisory Committee's forum, HUD has approved the Waterloo Commission on Human Rights' agreement for equivalency status, and that commission will now receive HUD funds (\$315,000 for three years) to process fair housing complaints.

In a small way, the Iowa Advisory Committee has already made an impact on the Waterloo community. The forum gave residents the opportunity to explore their concerns about race relations and to interact directly with representatives from several federal civil rights enforcement agencies. The Committee hopes that this report will facilitate continued dialogue on race relations in Waterloo.

Respectfully,



Lenola Allen-Sommerville, *Chairperson*
Iowa Advisory Committee

Iowa Advisory Committee to the U.S. Commission on Civil Rights

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Des Moines

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Des Moines

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Dubuque

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Cedar Rapids

Christina Gonzalez*
Des Moines

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Davenport

Rudolph T. Juarez
Davenport

Marilyn Murphy
Sioux City

Beverly J. Nelson
Marshalltown

Ila R. Plascencia**
West Des Moines

Marcia Stasch
Mason City

Dihn VanLo
Des Moines

Gail Weitz*
Dubuque

*No longer a member of the Advisory Committee.

**Were not members at the time of the project.

Acknowledgments

The Iowa Advisory Committee wishes to thank the staff of the Commission's Central Regional Office for its help in the preparation of this report. The project was the principal assignment of Ascension Hernandez, civil rights analyst, with writing assistance from Melvin L. Jenkins and support from Corrine Sanders. The project was carried out under the overall supervision of Melvin L. Jenkins, director, Central Regional Office.

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I. Background

The Central Regional Office of the U.S. Commission on Civil Rights, through its network of State Advisory Committees, has conducted a series of community forums focusing on race relations. The objective of these forums was to evaluate how various racial and ethnic groups were getting along with the majority community. The Advisory Committees wanted to explore what efforts were being made to improve race relations and to reduce prejudice and racial intolerance. They also wanted to determine the extent of enforcement of civil rights laws in the various cities and states in the region. Finally, the Advisory Committees wanted to find out whether residents knew how to access civil rights agencies to file discrimination complaints.¹

With the above in mind, the Iowa Advisory Committee decided to hold a community forum in Waterloo, Iowa.² This decision was based in part on the fact that the Committee's last major project in Waterloo was in 1971 with the release of its report, *Walk Together Children*. That report noted:

The situations that exist in Waterloo are symptomatic of racial hostilities and strain that exist in many American communities. There is a desperate need for a change in the employment and educational structures of the city. This change must come, however, from the government and the people of Waterloo.

¹ Alabama Advisory Committee, *Crisis and Opportunity: Race Relations in Selma*, December 1991; Louisiana Advisory Committee, *A Community Meeting on Race Relations in Baker, Louisiana*, transcript, June 24, 1997 (February 1999); Nebraska Advisory Committee, *Race Relations in Western Nebraska*, December 1994; and Iowa Advisory Committee, *A Time to Heal: Race Relations in Dubuque, Iowa*, June 1993.

² Iowa Advisory Committee, Project Proposal, approved Nov. 22, 1999.

Racial isolation not only harms the black community but the total community and all of its institutions. The problems related to this isolation in school or housing reflect many deep and subtle conflicts. These lie in attitudes which such segregation generates in a community—fear, frustration, and unsurety as to the future.

Problems of equal education are directly related to open housing. If discrimination in housing can be eliminated, it is possible to desegregate the schools without changing existing patterns. If the housing patterns in Waterloo continue, however, there will be no equal education in Waterloo.³

In 1977, the U.S. Commission on Civil Rights issued a staff report, *School Desegregation in Waterloo, Iowa*. That report noted:

Waterloo has suffered poor race relations for years. In addition to housing problems, blacks tend to hold low-paying, low-status, blue-collar jobs and few white-collar positions. In the summer of 1967, black youths demonstrated to protest their parents' acceptance of segregated housing and education in exchange for "good" jobs. As the result of these demonstrations, the Waterloo Human Rights Commission held a hearing which revealed the extent of segregation and lack of opportunity for blacks in Waterloo.

According to a former member of the city council, the black community views the council as particularly hostile to measures to improve the lot of minorities. One member of the council serves as president of the Neighborhood School Association (NSA), a group opposed to busing for desegregation. The council abolished the low-rent housing commission when it persisted in proposals to establish such housing, which might be occupied by blacks, on the predominantly white side of town. Also, the black community has expressed concern about the distribution of community development funds, alleging insufficient benefit

³ Iowa Advisory Committee, *Walk Together Children*, May 1971, pp. 12–13.

to minorities and the poor. Charges of inequity first made in 1969 were repeated in 1971 by the director of the Waterloo Commission on Human Rights.

Some community leaders, including the heads of larger organizations and businesses, are reportedly determined that greater opportunities for minorities be made available in Waterloo. For example, business groups grew concerned about the racial situation after the 1967 disturbances when they found that white managers and professionals were reluctant to move to Waterloo, a problem that continues.

This long and growing frustration over racial tension and related problems appears to have been an important inducement for civic leaders and the general public to work seriously for the success of school desegregation when the time arrived.⁴

With the 1972 Iowa Advisory Committee report and the 1977 Commission staff report serving as rough benchmarks, the Advisory Committee held a community forum in Waterloo on December 20–21, 1999. The objective of the forum was to obtain information about Waterloo's public education system, police-community relations, and issues involving fair housing and community development. The Advisory Committee also wanted to obtain information about the enforcement of civil rights laws in the Waterloo area. The Advisory Committee invited local community leaders, city and county government leaders, federal civil rights officials, and interested citizens to share their concerns about race relations and civil rights enforcement in Waterloo. What follows is a summary of information presented during the community forum.

⁴ U.S. Commission on Civil Rights, *School Desegregation in Waterloo, Iowa*, August 1977, p. 3.

II. Community Views

Cliff Coney, President, Black Hawk County Branch of NAACP

Cliff Coney told the Advisory Committee that the NAACP in Black Hawk County is concerned mainly with the redrawing of boundaries in the Waterloo school district and how it will affect minority students in terms of busing and attendance.¹ He said the NAACP is also concerned about—

the high number of minority prisoners in the Black Hawk County jail and within the state of Iowa; the continued lack of economic development on the east side of town; a new ordinance that is being proposed by the Waterloo police chief that would give them [police] authority to impose fines on people whom they [police] have reason to believe are hanging out for reason of suspected drug-related activity.²

Mr. Coney does not see any real growth in economic development or investment of capital on East Fourth Street in Waterloo. In the late '60s, after rioting and burning, businesses in the area relocated and left the Eastside a ghost town in terms of minority business enterprises. The city of Waterloo promised to help the area establish businesses, but little has been done over the years. The lack of business and employment opportunities in Waterloo discourages young high school or college graduates from remaining in the city. The popular choice is to move to a bigger city where minorities have more career opportunities.³

In commenting on how to improve race relations in Waterloo, Mr. Coney said there is a

need to address the lack of opportunities within the state for young people. He said:

As far as opportunities for minorities here, that's always historically been a big problem. There's a large number of minorities that do not want to stay within the state because they just can't find opportunities in employment. They can't find opportunities in education. They can't find a lot of opportunities that they need to stay here. . . . We need to do a better job of getting the powers-that-be to understand that they have to come up with solutions to that problem. Otherwise it will continue to happen, and young people will continue to leave at more alarming numbers.⁴

Terry Stevens, Educational Consultant

Terry Stevens, an educational consultant and a long-time resident of Waterloo, told the Advisory Committee that in her opinion, a sophisticated form of racism and discrimination is alive and well in Waterloo and race relations are not good.⁵ As evidence, she noted that people of color lag behind in educational attainment, face high unemployment, and that minority youths are disproportionately arrested and incarcerated in the city. Ms. Stevens said the media, both print and broadcast, have depicted African American youths in an uncomplimentary light and downplayed or ignored their positive accomplishments. She pointed to an *Orlando Sentinel* series on juvenile crime reprinted by the *Waterloo Courier*, which used several photos of black youths.⁶

Ms. Stevens described an education system that is unresponsive to cultural differences of African American children while at the same time makes special provisions for other children. The minority students that do not drop out face a hostile learning environment because some teachers have an "I

¹ Cliff Coney, statement before the Iowa Advisory Committee to the U.S. Commission on Civil Rights, community forum, Waterloo, IA, Dec. 20-21, 1999, transcript, p. 76 (hereafter cited as Transcript).

² Ibid.

³ Ibid., p. 85.

⁴ Ibid., p. 86.

⁵ Terry Stevens, Transcript, pp. 95-96.

⁶ Ibid., p. 96.

don't care" attitude.⁷ Ms. Stevens has no confidence in the Waterloo school district, which receives federal funding year after year for special programs to help students who are behind in educational achievement.⁸

With respect to black youth in the criminal justice system, Ms. Stevens said:

Our young people are being turned into manufactured criminals because as a community of parents, educators, employers, and other support systems, we have failed to address the needs of too many of our African American children. There are some who make it out. There are few who get out, but overall the masses of our children are being ignored. African American youth are far more likely to be arrested and detained than are Caucasian youth. They're also more likely to be rearrested, readmitted to secure facilities, and have longer stays in confinement than do the Caucasian youth. These repeat offenders keep law enforcement officials, juvenile officers, judges, social workers, and prison contractors gainfully employed.

But vast numbers of our youth are not rehabilitated and go on in the future to become adult criminals. So now you can couple a criminal record with a lack of education, poverty, oppression, and racial discrimination, and you can almost ensure that these individuals will not enjoy the benefits of gainful employment in this community and therefore will probably spend much of their life as either a parolee or an inmate in Waterloo.⁹

Ms. Stevens concluded her remarks to the Advisory Committee by noting:

Clearly until we address the underlying racial disparity between African Americans and

Caucasian youth in the areas of education, employment, and social development, we will continue to see escalating numbers of our children caught up in the criminal justice system for years to come. Solutions lie with parents, educators, employers, and community organizations coming together to more equitably distribute the knowledge, the wealth, and the development in the Waterloo community. Waterloo has been in a state of monitoring for decades. Ever since I was a child everybody has been monitoring Waterloo in terms of employment, in terms of housing, in terms of education. What we need here is enforcement of civil rights. What we need are sanctions for violations of laws that protect people of color. Otherwise the status quo will remain.¹⁰

Sister Kathleen Grace, Catholic Diocese of Waterloo

Sister Kathleen Grace, a community advocate for the Catholic Diocese of Waterloo, said that she was hired because of the increase in Hispanics moving to Waterloo to work in the local meatpacking plant. She noted that one of the main concerns in Waterloo is the practice of some police officers asking Hispanics for identification papers when it is apparent that they have not violated a law but merely met a profile of persons lacking proper identification papers.¹¹

Sister Kathleen also discussed the local school system. While the school administration is accepting of all students, including new immigrants, educational equity is a concern, she said. Limited-English-proficient students are placed in English as a Second Language classes and after a semester, they are tested. If they pass the English language test, they are placed in regular classes at West High to "swim or sink."¹² She said some students, because of their educational background, are not prepared for ninth-grade math or other subject matter at that level.¹³

⁷ Ibid., pp. 97-98.

⁸ Ibid.

⁹ Ibid., pp. 100-01.

¹⁰ Ibid., pp. 101-02.

¹¹ Sister Kathleen Grace, Transcript, p. 128.

¹² Ibid., p. 130.

¹³ Ibid., p. 132.

III. Local Government

Waterloo Police Department

Bernal Koerhsen, Waterloo's police chief, spoke to the Iowa Advisory Committee about race relations in the city and the general operation of the police department. He said that race relations have to be a high priority for his job. When he was first appointed chief of police, there were only two black male officers. Since that time he has hired 16 minority officers, including 11 blacks, two Asian Americans, two Hispanics, and one Native American.¹

Mr. Koerhsen said that prior to his arrival as police chief, the police department had "some contentious times with the African American community."² He added:

One of the things I've done to reach out to our community is to have my own talk show on the African American community broadcasting KBBG.

I have a half-hour call-in talk show every month scheduled. It's rebroadcast several times a week. People can call in, ask me questions, and I certainly take my share of heat. That's my job. That's what citizens pay me to do. I think it's a very good dialogue for people to anonymously call up the police chief publicly and bring questions about the enforcement of the laws.

We try hard to be firm, fair, and impartial in the enforcement of laws. We have a large African American community. We have a growing Hispanic community. We have a very small Native American community. But our community of interest is a new and growing community. The Bosnian community brings us challenges in

language and communication that we've never had before. So we're constantly faced with challenges.³

The Waterloo Police Department works with the Community Relations Service of the U.S. Department of Justice and professors from the University of Northern Iowa in developing avenues to improve race relations in the city.⁴

Waterloo School District

Arlis Swartzendruber, superintendent of the Waterloo school district, and two members of his staff, Bernard Cooper, director of student services, and Patrick Clancy, director of special education, spoke to the Advisory Committee about school operations. Dr. Swartzendruber reported that 23 percent of the district's administrators are minority and 49 percent are female.⁵ The district is also attempting to increase its number of minority teachers by utilizing the Minorities in Teaching Program at Wartburg College.⁶

Bernard Cooper told the Advisory Committee that he was recruited from a small black college in 1970 to work in the Waterloo school district.⁷ He said:

The minority students have had some problems. I can speak of the senior class at East High right now. Of the top 20 graduates of that class, 12 of them are minorities, which speaks highly for this group of students.

But on the other end, the amount of dropouts that we have, the minorities are still 30 percent of the dropouts in the district. They [minority students] receive a large proportion of discipline referrals, which is not good in part. But when a student acts up in class, you

¹ Bernal Koerhsen, statement before the Iowa Advisory Committee to the U.S. Commission on Civil Rights, community forum, Waterloo, IA, Dec. 20-21, 1999, transcript, p. 172 (hereafter cited as Transcript).

² Ibid., p. 174.

³ Ibid., pp. 174-75.

⁴ Ibid., p. 175.

⁵ Arlis Swartzendruber, Transcript, p. 210.

⁶ Ibid., p. 216.

⁷ Bernard Cooper, Transcript, p. 217.

have to discipline the student regardless of what race the student is.⁸

Patrick Clancy told the Committee that the district has 1,600 students in special education programs, 35 percent of whom are minorities. The minority population in the school district is also listed as 35 percent.⁹ Mr. Clancy also spoke about the English as a Second Language (ESL) program. The influx of Bosnian refugees and Hispanic immigrants into the Waterloo community has had an impact on the school district. The number of ESL students has increased dramatically since 1996, when there were only 59 students enrolled in the program; by 1999 there were 700 students enrolled. Seventy-five percent of ESL students are Bosnian, while 24 percent are Hispanic. With the use of different languages and dialects, the ESL approach to learning in the Waterloo public schools is varied with many services available.¹⁰ Mr. Clancy added:

We do not provide a bilingual English as a Second Language type of program. We do provide more of an immersion English as a Second Language program, but we do bridge that with native language interpreters. So we have native language interpreters, basically Bosnian people that are proficient in English as well as Serb, Croatian, and Spanish people that are proficient in Spanish as well as English that are bridging that gap as well.

We're providing a wide variety of different kinds of services. In some elementaries it's pretty much full inclusion type of services, where you probably have half of the primary English teachers alongside half of their second language peers learning together in that environment. In other places we have more than 17 types of ESL services, especially for those that are new to this community or new English language kind of instruction giving them a start in terms of more self-contained kinds of services and then building from there. And that then changes as you get into the high school, where we have more sheltered kinds of services because the needs are different in the high school setting.¹¹

⁸ Ibid., p. 218.

⁹ Patrick Clancy, Transcript, p. 223.

¹⁰ Ibid., pp. 224-25.

¹¹ Ibid.

For those immigrant students enrolled in high school, the district has attempted to accelerate the learning process by administering tests in the student's native language.¹² The length of stay for a student in the language program varies depending on the student's language assessment.¹³

Mr. Clancy further stated:

We do use the last language assessment skill as an indicator of students' readiness to comprehend and move into a more integrated setting. But it's only one instrument that we use. Basically, teacher referral and observational type of data is put together. But when they show the readiness to really be a bigger part of the community of the school, we're moving them fairly quickly into that.¹⁴

Waterloo Commission on Human Rights

Walter Reed, executive director of the Waterloo Commission on Human Rights, said that the agency has been in existence since 1965.¹⁵ He told the Advisory Committee that the commission has three functions: assist with enforcement of local civil rights laws; mediate complaints; and provide education outreach to try to bring people together to work on race relations issues.¹⁶ The commission is governed by 10 commissioners appointed by the mayor and city council. There are four paid staff members: the director, two investigators, and an administrative secretary.¹⁷

Mr. Reed is proud of the commission's "Chat and Chew" program. He said:

This is a service under our education outreach program where a complainant or someone who feels that they have been treated unfair can come into our office. We then try to informally set up a meeting with the parties involved and to come up with some solution. It's an informal complaint, and many citizens in Waterloo opt to use that, and we've been able to bring many people together because of a miscommunication.

We've been able to resolve a lot of situations through this Chat and Chew. For example, it's the Christmas season, and you have shoppers out at the mall, and

¹² Ibid., p. 230.

¹³ Ibid., p. 232.

¹⁴ Ibid.

¹⁵ Walter Reed, Transcript, p. 243.

¹⁶ Ibid., pp. 244-46.

¹⁷ Ibid., pp. 243-44.

sometimes these people get stopped by mall security officers. Some security officers think that these persons may have shoplifted, but in fact the persons did not shoplift. That can cause quite a stir.

We've been able to meet with the mall managers, for example, and talk this issue out and then help the persons who feel they've been treated unfair to understand the role of mall security officers. We've looked at statistics, etc., and we haven't found any discrimination in that area.¹⁸

Mr. Reed told the Advisory Committee that in recent years, the commission has introduced "Study Circles" to the city—an initiative to bring people together to discuss race relations.¹⁹ He said:

One of my colleagues said to me that Waterloo had become comfortable with its racism, and that really bothered me a lot. So I decided along with the others that we would put race on the table and have a nice, healthy discussion about race, and then we could move on to other areas, because ultimately down the road somewhere, whether we talk about diversity appreciation, whatever, race is a factor.

How can Bosnian people, Hispanic people come to this community and know nothing about African American people and decide they don't want to live next to us or live in our neighborhoods? Those are race issues, and so we need to put that on the table. I think we've done that, and we're having some real healthy discussions.²⁰

Mr. Reed added that at the end of the Study Circles, which last about five weeks, the commission sponsors an "Ethnic Bus Tour."²¹ The purpose of the tour is to showcase Waterloo's diversity. He said:

We visit a Muslim mosque, a Jewish synagogue, and the site of the African American museum that we're trying to build. We also visited a local owned and operated radio station that's black owned and operated. So we take people around to see these sites.

We're excited that just a couple of months ago we had the first tour for youth. This was from Waverly, Iowa, which is about 20 miles or so from here and predominantly all white. Their kids wanted to see some of this diversity, so we provided our first bus tour for students.²²

Mr. Reed also related to the Advisory Committee some problems facing Waterloo in terms of economic development for minority businesses. He said:

We don't have enough minority businesses on Main Street or in the mall. There's very little support. There's a lot of verbiage about it, but when you get down to the real numbers, there's not very much going on there, and I believe economic development is probably the last frontier dealing with racial discrimination and other inequities in our community because we have sufficient laws on the book that deal with the other areas.²³

¹⁸ Ibid., pp. 245–46.

¹⁹ Ibid., p. 247.

²⁰ Ibid.

²¹ Ibid., p. 253.

²² Ibid., pp. 253–54.

²³ Ibid., pp. 256–57.

IV. Federal Government

U.S. Department of Health and Human Services

John Halverson, regional manager for the Office for Civil Rights (OCR), U.S. Department of Health and Human Services (HHS) in Kansas City, Missouri, told the Advisory Committee that his office enforces civil rights laws based on—

Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act of 1990, and the Hill-Burton Act, which ensures that hospitals who received Hill-Burton construction funds in the 1940s, '50s, '60s, and '70s do not discriminate on the basis of race, religion, sex, disability, or any other factor not related to the ability of the hospital to provide services.¹

In an attempt to target its limited resources, OCR has identified five high-priority areas: (1) minority health disparities, (2) managed health care, (3) welfare reform, (4) integrated settings for health care, and (5) service to refugees. In describing these priorities, Mr. Halverson said:

Regarding [minority health disparities], there are recent studies that show that when you take into account everything from income to socio-economic status, there are some differences in the quality and quantity of health care received by minorities.

The second area of critical importance is managed care. We're moving to a new health care system, a system controlled by organizations such as HMOs, PPOs, and others which manage care. We are concerned that when these organi-

zations become Medicaid providers, that they market their services in minority areas.

We are concerned that when clinics are located, they're located so that people who need them can get to the clinics. A clinic across a freeway from an area where African Americans reside or where a lot of people with disabilities reside might as well be on the other side of the moon sometimes. We're also concerned about participation of minority physicians as doctors who can provide care in these organizations.

And finally, we are concerned about persons who can't speak English, or persons with limited English proficiency. We are also concerned that services be provided in a fair way to persons with sensory impairments. If an HMO provides a training class, do they provide an interpreter to someone who's deaf?

The third area is welfare reform. Persons on welfare now have two years to get off welfare and a five-year lifetime cap. To get off welfare means to work. But are minorities being slotted into menial jobs while nonminorities receive better training and jobs in offices that may lead to future growth and promotions? We don't know this. We need to look at it.

Are persons with disabilities being routinely shunned away from employment? We found cases where persons are not properly tested for learning disabilities. If an individual has a learning disability, time limits on tests have to be relaxed. Persons need to be taught in a different way reflecting their learning disability.

Are these persons receiving reasonable accommodations for services? For example, a recent study shows that 40 percent of the welfare recipients of TANF—and that's Temporary Aid to Needy Families—in Kansas have learning disabilities. Yet only 20 percent can be accepted. So what happens to the other 20 percent? Are people getting appropriate training?

We are concerned about the persons with the severest of disabilities who have often been warehoused in nursing homes and other noncommunity-based settings.

¹ John Halverson, statement before the Iowa Advisory Committee to the U.S. Commission on Civil Rights, community forum, Waterloo, IA, Dec. 20–21, 1999, transcript, pp. 11–12 (hereafter cited as Transcript).

Finally, the issue of refugees is critical. It has been established that over 10 percent of those in America now in the population use another language rather than English as their primary language. In the health care and social service arena, English only makes no sense. Someone entering an emergency room may have an infectious disease. The virus will not be smart enough to take time off until the sick person learns English, thus it is critical that services be provided in other languages where necessary.²

Although OCR has targeted its efforts to those areas noted above, it also responds to complaints from individuals. Mr. Halverson provided the following excerpt from an OCR publication detailing the agency's complaint filing procedures:

If you believe you have been discriminated against because of your race, color, national origin, age, sex, handicap or religion by an entity receiving financial assistance from HHS, you or your representative may file a complaint with OCR. Complaints usually must be filed within 180 days from the date of the alleged discriminatory act. (OCR may extend the 180-day period if good cause is shown).

Include the following information in your written complaint, or request a Discrimination Complaint Form from OCR:

- Your name, address, and telephone number. You must sign your name. (If you file a complaint on someone's behalf, include your name, address, telephone number, and statement of your relationship to that person—e.g., spouse, attorney, friend, etc.).
- Name and address of the institution or agency you believe discriminated against you.
- How, why, and when you believe you were discriminated against.
- Any other relevant information.

Send the complaint to the appropriate OCR regional office or OCR headquarters. One can also inquire by phone about a complaint by calling (800) 368-1019.³

U.S. Environmental Protection Agency

Althea Moses, an environmental justice program manager for the U.S. Environmental Protection Agency (EPA), and Pradip Dalai, an equal opportunity specialist for EPA's Office of Civil Rights, described to the Advisory Committee their offices' respective duties.⁴ Mr. Dalai said a discrimination complaint against EPA-funded programs in Region 7 (four-state area that includes Iowa) can be initiated by calling (800) 223-0435 for filing instructions.⁵ He described the civil rights complaint process as follows:

Title VI of the Civil Rights Act of 1964 prohibits recipients of federal financial assistance from discriminating on the basis of race, color, or national origin in their programs or activities. Title VI itself prohibits intentional discrimination. Under EPA's Title VI implementing regulations found at 40 C.F.R. Part 7, EPA-funded agencies are prohibited from taking acts, including issuing permits, that are intentionally discriminatory or have a discriminatory effect based on race, color, or national origin.

EPA's Office of Civil Rights is responsible for the agency's administration of Title VI. All Title VI administrative complaints are processed and investigated by OCR.

To file a complaint alleging a violation of Title VI or EPA's Title VI regulations, you should submit a written, signed, and dated statement that provides an avenue for the Office of Civil Rights to contact you; describes an alleged discriminatory act that if proven true may violate EPA's Title VI regulations; is filed within 180 days of the alleged discriminatory act; and identifies a recipient of EPA financial assistance that allegedly committed a discriminatory act.

You should mail your complaints to the address below, or you may send it via facsimile to (202) 260-4580. The address is the Office of Civil Rights, U.S. Environmental Protection Agency, Mail Code 1201, 401 M Street, SW, Washington, D.C. 20460.⁶

² Ibid., pp. 13–16.

³ Ibid., pp. 20–21.

⁴ Althea Moses, Transcript, p. 24.

⁵ Pradip Dalai, Transcript, p. 24.

⁶ Ibid., pp. 24–26.

Althea Moses said the Environmental Justice Program is one of the catalysts for changing the way EPA does business, outreach, and public education. The program, she said, is—

educating the public with regards to the decision-making process and how to impact the decision-making process, ensuring fair treatment and meaningful involvement of low-income and minority citizens and also providing outreach and education materials regarding environmental and health-related issues which specifically address concerns within low-income and minority communities.

We also have a small grant program which provides direct assistance to environmental justice communities, and this means communities that are 25 percent or more low income or minority. And these grants allow communities to address their priority issues, not our priority issues.

EPA defines environmental justice as fair treatment of all races, income, and cultures with respect to the developmental, implementation, and enforcement of environmental laws, regulations, and policies. Fair treatment implies that no persons or group of people should shoulder a disproportionate share of negative environmental impacts resulting from the execution of environmental programs. EPA is not the only federal agency with responsibility for ensuring environmental justice, but we are the lead agency with the responsibility.⁷

Ms. Moses noted that EPA had not received any discrimination complaints from the Waterloo area.⁸ She added:

One of the hurdles that we are faced with within the Environmental Justice Program is the lack of knowledge regarding environmental and health-related issues. The fact is that so many of the health concerns within the low-income and minority communities are related to or agitated by environmental issues. And so what we're doing with the Environmental Justice Program is a lot of outreach and education just getting information out to let people know that if you are an asthmatic, it may be due to environmental concerns, and it may not be just your heredity; and that if you are suffering from some sort of cancer or leukemia, that it may be

a result of an environmental hazard rather than just God or something like that.

So at any rate, that's a big hurdle that we have to overcome—the lack of knowledge. It seems that in other sections of the country, the more people become aware of environmental and health-related issues, the more complaints we see in other areas. What we anticipate is that we will be faced with perhaps future complaints as people become more knowledgeable regarding the environment and that relationship.⁹

Ms. Moses said that the Kansas City regional office of EPA would become more involved in participating in community forums and outreach activities to minorities. She added that public education is a major tool in guarding against environmental injustice.¹⁰

U.S. Department of Education

Safiyah Muhammed with the U.S. Department of Education, Office for Civil Rights (OCR), spoke of her agency's mission to ensure equal access to education and to strive for educational excellence through vigorous enforcement of civil rights laws.¹¹

Ms. Muhammed described OCR's complaint system and some of the federal laws the agency is responsible for enforcing. She told the Committee:

Our agency is primarily responsible for resolving complaints of discrimination in the area of Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendment of 1972, and the Americans with Disabilities Act of 1990. In addition to resolving complaints, OCR also provides technical assistance to recipients of federal financial assistance, and we also are charged with conducting periodic reviews to determine a school district's or a recipient's compliance with those federal laws.

Our agency processes complaints that are received within 180 days [of the incidents]. If for some reason a person files a complaint that's beyond the 180-day timeframe, they can request a waiver. However, they have to have specific reasons for requesting the waiver, and then it's up to the office director to determine or to decide whether or not the waiver is granted.

⁷ Althea Moses, Transcript, pp. 28–29.

⁸ Ibid., p. 30.

⁹ Ibid., pp. 30–31.

¹⁰ Ibid., p. 32.

¹¹ Safiyah Muhammed, Transcript, p. 34.

Under Title VI of the Civil Rights Act of 1964, some of the issues or areas that we look at in complaints are ability grouping, discipline policies and procedures, the assignment of students to classes, racial harassment, student housing on college campuses, and academic grading. Under Title IX of the Sex Discrimination Act of 1975, we look at equal opportunity in interscholastic or intercollegiate athletics. We look at the treatment of students as it pertains to pregnancy and the admission to postsecondary institutions on the basis of sex. Under Section 504 and Title II, we look at various areas, accessibility of school facilities and programs, whether or not disabled students are able to access the school buildings or have an opportunity to participate in various extracurricular activities as well.¹²

Ms. Muhammed told the Advisory Committee that the Waterloo school district in 1999 received approximately \$2,647,000 from Department of Education in federal financial assistance. As a result of receiving financial aid, the district must comply with all applicable laws and regulations.¹³

Ms. Muhammed noted that in 1997, OCR investigated incidents in the school district regarding racial harassment and student discipline.¹⁴ She said:

The school administrators worked very cooperatively with our office to resolve the compliance review and to enter into an agreement that ultimately will result in some policies and procedures being changed, school administrators being trained to deal with cultural diversity, and looking at the referral of minority students for disciplinary sanctions. We found from that review that often minority students were overly discouraged for their percent of the student population.¹⁵

Ms. Muhammed concluded her comments by saying that OCR is still monitoring the district and that the monitoring would continue until the district has satisfied all of OCR's concerns.¹⁶

¹² Ibid., pp. 33-34.

¹³ Ibid., p. 34.

¹⁴ Ibid., p. 35.

¹⁵ Ibid., p. 36.

¹⁶ Ibid., pp. 38, 42.

U.S. Department of Housing and Urban Development (HUD)

Myrtle Wilson, representing HUD's Office of Fair Housing and Equal Opportunity (FHEO), said her office is charged with the responsibility of enforcing the Fair Housing Act.¹⁷ She told the Advisory Committee:

Under the Fair Housing Act, it is illegal or unlawful to refuse to rent or sell housing; refuse to negotiate for housing; make housing unavailable when in fact the housing is available; show apartments or homes only in certain neighborhoods; set different terms, conditions, or privileges for the sale or rental of a dwelling; provide different housing services or facilities; advertise housing to preferred groups of people only; refuse to provide information regarding mortgage loans; to deny mortgage loans; or impose different terms and conditions on mortgage loans.¹⁸

In describing HUD's fair housing complaint process, Ms. Wilson said:

Anyone who believes that they have been discriminated against has the right to file a complaint with FHEO. The complainant can call the office in Kansas City at (800) 699-9777, or they can call collect at (913) 551-6993.

Once we receive the complaint, the complainant will be notified about the complaint as well as the person that they're complaining against. HUD will investigate the complaint and will try to immediately resolve the complaint. Once that happens, if we can resolve it, the case is closed where no one is admitting guilt.

If it's not resolvable, then HUD will complete a full investigation. We try to do it within 100 days. If we can't, we notify the parties that we can't do that. If we find no cause, the parties are notified of our decision for no cause.

If we find cause, whereas in the previous part of the investigation HUD has been a neutral party, we become an advocate for the complainant, and we represent the complainant throughout the administrative process. Once we make a determination of cause, each party is given the opportunity to elect as to where they want to go, federal court or an administrative law judge, and we complete our process that way.¹⁹

¹⁷ Myrtle Wilson, Transcript, p. 49.

¹⁸ Ibid., p. 51.

¹⁹ Ibid., pp. 56-57.

Ms. Wilson said that in 1999 her office received 10 complaints from residents of Waterloo alleging housing discrimination.²⁰ She further stated:

I don't know if that number is low because people are not aware of what their housing rights are or if there are no problems. However, we have reason to believe that there are problems, and that's one of the reasons that we want to come to Waterloo and take a look at the city.

Also, the Waterloo Human Relations Department has submitted and been approved to become a contract agency with our office. One of the things that we do is we give the local human rights agencies money to provide education and outreach in the community to inform citizens of what their rights are. So we hope that that will have some impact on the state of housing in Waterloo.²¹

U.S. Department of Justice

Bill Whitcomb, a conciliation specialist with the U.S. Department of Justice, Community Relations Service (CRS), described his agency as a community peacemaker that voluntarily settles race relations issues using conciliation and mediation techniques in the problem-solving process.²² Whenever CRS is requested to intervene in a community, the mediator uses appropriate community contacts to assess the situation before bringing the opposing sides to the negotiating table. CRS has received and responded to a complaint involving the Black Hawk County jail.²³ CRS has also provided technical assistance to the Waterloo Police Department in the past.

Mr. Whitcomb said that in recent years partnerships among local police department officials upward to the federal level have worked to address race relations and hate crime incidents such as the recent church burnings.²⁴ He also reinforced a concern of the Iowa Advisory Committee that many rank-and-file citizens do not know where to go if they want to file a complaint dealing with race relations or hate incidents.²⁵

²⁰ Ibid., p. 58.

²¹ Ibid.

²² William Whitcomb, Transcript, pp. 62-63.

²³ Ibid.

²⁴ Ibid., p. 72.

²⁵ Ibid., p. 73.

V. Summary and Observations

In its May 1971 report, *Walk Together Children*, the Iowa Advisory Committee to the U.S. Commission on Civil Rights noted:

The situations that exist in Waterloo are symptomatic of racial hostilities and strain that exist in many American communities. There is a desperate need for a change in the employment and educational structures of the city. This change must come, however, from the government and the people of Waterloo.¹

So it is in December 1999 when the Iowa Advisory Committee revisited the city of Waterloo to review race relations 28 years later. The Advisory Committee was told that some changes had occurred, but that there was still much work to be done to improve race relations. For example, the local public school district was described as being unresponsive to cultural differences of African American children while at the same time making special provisions for other children. Because of past incidents of racial harassment and discrimination in student discipline matters, the school district is being monitored by the U.S. Department of Education, Office for Civil Rights.

Forum participants observed that for a number of years, the city of Waterloo has been monitored by outside agencies in terms of employment, housing, and education. It is now time for federal agencies to step in and enforce federal civil rights laws. For this reason, the Iowa Advisory Committee invited representatives of several federal agencies to participate

in the community forum. The forum participant from the U.S. Department of Education, Office for Civil Rights stayed in Waterloo an extra day to talk with school district officials about compliance with OCR directives. During the course of the forum, representatives from HUD, EPA, and HHS made themselves available to take civil rights complaints from community members. These same representatives met with residents after the forum to describe in more detail their agencies' jurisdiction over civil rights matters.

The Iowa Advisory Committee also notes that as a result of EPA's involvement in the community forum, the city of Waterloo submitted and was approved for a \$200,000 grant. In addition, the Advisory Committee was notified that the Waterloo Commission on Human Rights was approved to receive funds from HUD to process fair housing complaints.

Federal agencies must engage in outreach to inform people about their civil rights and how to file a complaint if those rights have been violated. One way for federal agencies to educate the public is by participating in community forums sponsored by State Advisory Committees to the U.S. Commission on Civil Rights. The Iowa Advisory Committee will continue to hold these forums so that persons can be informed of their civil rights.

Finally, the Iowa Advisory Committee is hopeful that the race relations dialogue promoted by the Waterloo Commission on Human Rights will continue and expand to involve more citizens. Solutions to better race relations lie with people coming together to develop common goals and implementation plans to make Waterloo a more livable city.

¹ Iowa Advisory Committee, *Walk Together Children*, May 1971, p. 12.

Appendix A

**IOWA ADVISORY COMMITTEE
TO THE
U.S. COMMISSION ON CIVIL RIGHTS**

**BEST WESTERN INN STARLITE
214 WASHINGTON STREET
WATERLOO, IOWA 50703**

DECEMBER 20-21, 1999

“RACE RELATIONS IN WATERLOO”

MONDAY, DECEMBER 20, 1999

- 6:30 p.m. **INTRODUCTION AND OPENING STATEMENTS**
•Dr. Lenola Allen-Sommerville, Chairperson
Iowa Advisory Committee, USCCR
- Melvin L. Jenkins, Director
Central Regional Office, USCCR
- 6:40 p.m. **FEDERAL AGENCIES**
•John Halverson, Director
Office for Civil Rights, Kansas City
U.S. Department of Health and Human Services
- 7:00 p.m. •Althea Moses, Environmental Justice Coordinator
U.S. Environmental Protection Agency, Kansas City
- 7:20 p.m. •Safiyah F. Muhammad, Case Resolution Director
Office for Civil Rights, Kansas City
U.S. Department of Health, Education and Welfare
- 7:40 p.m. •Myrtle Wilson, Acting Director
Kansas City Program Center of FHEO
U.S. Department of Housing and Urban Development
- 8:00 p.m. •William Whitcomb, Conciliation Specialist
Community Relations Service, Region VII, Kansas City
U.S. Department of Justice

COMMUNITY

- 8:20 p.m. •Cliff E. Coney, **President**
NAACP, Waterloo Chapter
- 8:40 p.m. •Dianne Bedore, **Resident**
Waterloo
- 9:00 p.m. •Terry Stevens, **Educational Consultant**
Waterloo
- 9:20 p.m. •David Goodson, **Community Enabler**
Waterloo
- 9:40 p.m. •Sister Kathleen Grace, **Hispanic Ministry**
St. Joseph Church, Waterloo
- 10:00 p.m. •Reverend Jay Burt, **Member**
Eastside Ministerial Alliance
- 10:20 p.m. **OPEN SESSION**
- 10:40 p.m. **RECESS**

TUESDAY, DECEMBER 21, 1999

- 8:30 a.m. **OPENING REMARKS**
•Dr. Lenola Allen-Sommerville, **Chairperson**
Iowa Advisory Committee, USCCR
- 8:40 a.m. •Leon Mosley, **County Supervisor**
Black Hawk County, Board of Supervisor
- 9:00 a.m. •Arlis Swartzendruber, Ph.D., **Superintendent**
Waterloo Community Schools
- 9:20 a.m. •Walter Reed, **Executive Director**
Waterloo Commission on Human Rights
- 9:40 a.m. •Richard W. Earles, **Community Development Director**
Community Planning and Development, City of Waterloo
- 10:00 a.m. •Bernal F. Koehrsen, Jr., **Chief of Police**
City of Waterloo
- 10:20 a.m. Michael Kubik, **Sheriff**
Black Hawk County Sheriff's Office
- 11:00 a.m. **OPEN SESSION**
- 11:20 a.m. **ADJOURNMENT**

Appendix B

Iowa—"Where to Turn Guide"

FEDERAL AGENCIES

U.S. Commission on Civil Rights
Central Regional Office
Melvin L. Jenkins, Director
400 State Avenue, Suite 908
Kansas City, KS 66101
Tel: (913) 551-1400 Fax: (913) 551-1413
TDD: (913) 551-1414

The Commission is an independent, bipartisan agency first established by Congress in 1957 and reestablished in 1983. It is directed to: investigate complaints alleging that citizens are being deprived of their right to vote by reason of their race, color, religion, sex, age, disability, or national origin, or by reason of fraudulent practices; study and collect information relating to discrimination or a denial of equal protection of the laws under the Constitution because of race, color, religion, sex, age, disability, or national origin, or in the administration of justice; appraise Federal laws and policies with respect to discrimination or denial of equal protection of the laws because of race, color, religion, sex, age, disability, or national origin or in the administration of justice; serve as a national clearinghouse for information in respect to discrimination or denial of equal protection of the laws because of race, color, religion, sex, age, disability, or national origin; submit reports, findings, and recommendations to the President and Congress; and issue public service announcements to discourage discrimination or denial of equal protection of the laws.

Geographic area(s) served: Alabama, Arkansas, Iowa, Kansas, Louisiana, Mississippi, Missouri, Nebraska, and Oklahoma

Type(s) of publications: Newsletter, quarterly magazine, reports, and other informational material

Department of Education
Office for Civil Rights, Kansas City Enforcement Center
10220 N. Executive Hill Blvd., 8th Floor, 07-6010
Kansas City, MO 64153-1367
Tel: (816) 880-4200

OCR enforces four Federal statutes that prohibit discrimination in programs and activities receiving Federal financial assistance from the Department. Discrimination on the basis of race, color, and national origin is prohibited by Title VI of the Civil Rights Act of 1964; sex discrimination is prohibited by Title IX of the Education Amendments of 1972; discrimination on the basis of disability is prohibited by section 504 of the Rehabilitation Act of 1973; and age discrimination is prohibited by the Age Discrimination Act of 1975. OCR investigates complaints filed by individuals, or their representatives, who believe that they have been discriminated against because of race, color, national origin, sex, disability, or age. OCR maintains a headquarters office in Washington, D.C., and 10 regional offices.

Geographic area(s) served: Iowa, Kansas, Missouri, and Nebraska

Department of Health and Human Services (HHS)

Office for Civil Rights (OCR), Region VII
601 East 12th Street, Room 248
Kansas City, MO 64106
Tel: (816) 426-7277 Fax: (816) 426-3535
TDD: (816) 426-7065

OCR is responsible for ensuring equal opportunity and compliance with laws prohibiting discrimination in the provision of health and social services. It conducts compliance reviews and receives and investigates complaints alleging discrimination based on race, color, sex, national origin, age, or disability. In addition, it conducts studies and surveys, conciliates, publicizes findings, and provides training.

Geographic area(s) served: Iowa, Kansas, Missouri, and Nebraska

Department of Housing and Urban Development (HUD)

Office of Fair Housing and Equal Opportunity (FHEO)

Region VII
Gateway Tower II, 400 State Avenue
Kansas City, MO 66101-2506
Tel: (913) 551-6958 Fax: (913) 551-6856
TDD: (913) 551-6972

FHEO is responsible for the Department's Title VI enforcement activities. HUD administers a number of federally assisted programs aimed at both increasing the availability of housing and promoting community economic development. In addition to the civil rights statutes pertaining to HUD's federally assisted and federally conducted programs, FHEO is responsible for enforcing the fair housing laws and the Americans with Disabilities Act. FHEO is concerned with discrimination based on race, color, religion, sex, national origin, age, or disability. It seeks conciliation, holds hearings, conducts studies, provides testimony for litigation, and offers public education programs and training and technical assistance.

Geographic area(s) served: Iowa, Kansas, Missouri, and Nebraska

Type(s) of publications: None

Department of Justice
Community Relations Service (CRS)
Region VII - Central
1100 Main, Room 1320
Kansas City, MO 64106
Tel: (816) 426-7434

The Service assists and aids communities in resolving civil rights disputes, conflicts, or difficulties related to race, color, or national origin. Areas of concern include employment, education, housing, and the administration of justice. In addition to receiving and investigating complaints, the Service seeks conciliation, conducts public education programs, publicizes its findings, and offers training and technical assistance.

Geographic area (s) served: Iowa, Kansas, Missouri, and Nebraska

Type(s) of publications: Annual reports

Department of Justice (DOJ)
Civil Rights Division
10th Street and Constitution Avenue, NW, Room 5643
Washington, D.C. 20530
Tel: (202) 514-4609 Fax: (202) 307-1379
TDD: (202) 514-0716

CRD is the primary entity, among six agencies within the Federal Government, responsible for enforcing Federal statutes prohibiting discrimination on the basis of race, color, sex, disability, religion, or national origin. CRD's jurisdiction extends to the enforcement of civil rights in education, housing, places of public accommodations, and voting. CRD also coordinates the enforcement activities of other Federal agencies.

Geographic area(s) served: United States and territories

Type(s) of publications: Brochures

Regional office(s): None

U.S. Department of Justice, INS
Gerald Heinauer, District Director
3736 South 132nd Street
Omaha, NE 68144

Department of Labor
Office of Federal Contract Compliance Programs (OFCCP)
Kansas City Regional Office
Gumbel Building
801 Walnut Street, Room 200
Kansas City, MO 64106
Tel: (816) 374-6174 Fax: (816) 374-6178

The OFCCP administers laws that prohibit discrimination based on race, color, religion, sex, national origin, disability, or veteran status. The programs require nondiscrimination and affirmative action in employment by Federal contractors and subcontractors. The OFCCP's activities include conducting compliance reviews of Federal contractors and subcontractors, receiving and investigating complaints, publicizing findings, litigating cases, and providing compliance assistance to Federal contractors.

Geographic area(s) served: Iowa, Kansas, Missouri, and Nebraska

Type(s) of publications: Manuals and reports

Equal Employment Opportunity Commission (EEOC)
Milwaukee District Office
Henry S. Reuss Federal Plaza
310 West Wisconsin Avenue, Suite 800
Milwaukee, WI 53203
Tel: (414) 297-1111 Fax: (414) 297-4133

EEOC enforces Title VII of the Civil Rights Act of 1964, which prohibits employment discrimination based on race, color, religion, sex, or national origin; the Age Discrimination in Employment Act; the Equal Pay Act; Title I of the Americans with Disabilities Act, which prohibits employment discrimination against people with disabilities in the private sector and State and local Governments; prohibitions against employment discrimination affecting individuals with disabilities in the Federal Government; and sections of the Civil Rights Act of 1991.

Geographic area(s) served: Iowa, Minnesota, and Wisconsin

Type(s) of publications: News releases

STATE & LOCAL AGENCIES

AMES

Breaking Down the Barriers Task Force
Murray Blackweldie, Vice President
209 Beardshear Hall
Iowa State University
Ames, IA 50011

BURLINGTON

Burlington Human Rights Commission
Jeff M. Heland, Mayor
Jane Wood, City Manager
400 Washington Street
Burlington, IA 52601
Tel: (319) 753-8120
Fax: (319) 753-8101

The City of Burlington enforces a comprehensive human rights ordinance adopted by the City Council in 1986. The city's role as advocate, intervener, and enforcer includes cooperative efforts with the State EEO office in establishing compliance.

Geographic area(s) served: City of Burlington
Type(s) of publications: None

CEDAR FALLS

Cedar Falls Human Rights Commission
Joyce E. Rewerts
220 Clay Street
Cedar Falls, IA 50613
Tel: (319) 268-5113
Fax: (319) 268-5126
TDD: (319) 268-6720

The Commission was established in 1974 as a neutral (non-advocate) agency with responsibilities for enforcing the laws regarding discrimination; cooperating with State and Federal agencies in law enforcement activities; development and presentation of civil rights educational programs. By City Ordinance [Municipal Code 1992: sec. 15.1-15.172] the Commission may receive, investigate, conciliate, or remedy complaints of discrimination in the areas of employment, public accommodations and services, education and credit within city limits.

CEDAR RAPIDS

Cedar Rapids Civil Rights Commission
Louise Lorenz, Executive Director
Second Floor, City Hall
50 Second Avenue Bridge
Cedar Rapids, IA 52401-1256
Tel: (319) 286-5036
Fax: (319) 286-5136

Investigates complaints in employment, housing, public accommodations, education and credit alleging discrimination on the basis of race, age, religion, color, sex, national origin, creed, mental or physical disability within city limits of Cedar Rapids, IA, only.

NAACP & Community Resource Center
Dedric Doolin
P.O. Box 1595
Cedar Rapids, IA 52406
Tel: (319) 365-9482

Citizens' Committee for People with Disabilities
P.O. Box 8511
Cedar Rapids, IA 52408-8511

Inter-Religious Council of Linn County
1035 3rd Avenue SE
Cedar Rapids, IA 52403
Tel: (319) 399-1330

Women's Resource Center (YWCA)
318 5th Street SE
Cedar Rapids, IA 52401
Tel: (319) 365-1458

NOW
P.O. Box 45
Cedar Rapids, IA 52406

League of Women Voters
YWCA Building
318 5th Street SE
Cedar Rapids, IA 52403
Tel: (319) 366-0674

Metro Area Housing Program
50 Second Avenue Bridge
Cedar Rapids, IA 52401
Tel: (319) 365-3501

CLINTON

Clinton Human Rights Commission
611 South 3rd Street
P.O. Box 2958
Clinton, IA 52732-2958
Tel: (319) 242-3207

The mission of the Human Rights Commission is to educate the community on civil rights and investigate and mediate local civil rights disputes.

COUNCIL BLUFFS

Council Bluffs Human Relations Commission
Steven C. Palmer, Director
209 Pearl Street
Council Bluffs, IA 51503
Tel: (712) 328-4618
Fax: (712) 322-9255

The mission of the Council Bluffs Human Relations Commission is to promote respect, cooperation and appreciation of diversity; to eliminate discrimination; to assist in the investigation and evaluation of discrimination complaints; to raise awareness of human rights through education and advocacy; and to ensure that no citizen, due to illegal discrimination, will be hindered from reaching their full potential. The Commission enforces laws in the area of discrimination, public accommodations, housing, credit and education (sex only) based on race, color, religion, creed, sex, disability, age or family status (housing only).

DAVENPORT

Davenport Civil Rights Commission
Judith J. Morrell, Council & Executive Director
226 West 4th Street
Davenport, IA 52801-1306
Tel: (319) 326-7888
Fax: (319) 326-7956
TDD: (319) 326-7959

The Commission enforces the Davenport civil rights ordinance, which prohibits unfair treatment in the areas of housing, employment, public accommodations, and credit based upon an individual's race, color, religion, creed, sexual orientation, national origin or ancestry, marital status, familial status (housing only), age, or mental or physical disability. Also conducts seminars and workshops and organizes citizens to address civil rights issues through its Public Relations and Community Education Division.
Geographic area(s) served: City of Davenport
Type(s) of publications: None

DES MOINES

Des Moines Human Rights Commission
Floyd A. Jones, Executive Director
First and Des Moines
Des Moines, IA 50307
Tel: (515) 283-4284
Fax: (515) 283-4270
TDD: None

The Commission is responsible for enforcing the city's ordinance prohibiting discrimination.
Geographic area(s) served: City of Des Moines
Type(s) of publications: None

Iowa Civil Rights Commission (ICRC)
Corlis Moody, Executive Director
211 East Maple
Des Moines, IA 50309
Tel: (515) 281-4121 or 1-800-457-4416
Fax: (515) 242-5840

ICRC is an administrative agency created to enforce the Iowa Civil Rights Act of 1965 which prohibits discrimination in the areas of employment, housing, public accommodations, credit, and education. Composed of seven members appointed by the Governor, ICRC's mission is to eliminate discrimination and to establish equality and justice for all persons within the State of Iowa through civil rights enforcement, advocacy, and education. Local Commissions exist in 22 municipalities in the State, in accordance with a 1990 decision of the Iowa General Assembly mandating civil rights commissions in cities with a population over 20,000.
Geographic area(s) served: State of Iowa
Type(s) of publications: None

Iowa Commission on the Status of Women
Charlotte Nelson, Director
Lucas State Office Building
Des Moines, IA 50319
Tel: (515) 281-4461 1-800-558-4427
Fax: (515) 242-6119

ICSW is a State agency that seeks to assure equality for Iowa women. The commission advocates for Iowa women, working to equalize women's opportunities and to promote full participation by women in the economic, political, and social life of the State.

Iowa Protection Advocacy Service
3015 Merle Hay Road #6
Des Moines, IA 50310
Tel: (515) 278-2502 1-800-779-2502
Fax: (515) 278-0539

Defends and promotes the rights of persons with developmental disabilities. Also serves those with mental illness.

Iowa Commission of Persons with Disabilities

Marilyn Turner, Director
Lucas State Office Building
Des Moines, IA 50319
Tel: (515) 281-5969 or 1-888-219-0471
Fax: (515) 242-6119
e-mail: Disabilities@dhr.state.ia.us

Promotes employment of citizens with disabilities and the only governmentally based agency to provide services to all citizens with disabilities in Iowa. Affiliated with the President's Committee on Employment of People with Disabilities.

Iowa Client Assistance Program

Lucas State Office Building
Des Moines, IA 50319
Tel: (515) 281-3957 or 1-800-652-4298
Fax (515) 242-6119
e-mail: Disabilities@dhr.state.ia.us

Federally mandated and funded program under Title I of the Americans with Disabilities Act (ADA) to provide information and referral to any Iowan with a disability. Other services are available only to those individuals who are seeking or receiving services from an agency funded under the Rehabilitation Act.

Iowa Commission of Latino Affairs

Elizabeth Salinas Newby, Director
Lucas State Office Building
Des Moines, IA 50319
Tel: (515) 281-4080
Fax (515) 242-6119
e-mail: Elizabeth.Newby@dhr.state.ia.us

Coordinate, assist and cooperate with the efforts to serve the needs of Latino persons in Iowa. Stimulate public awareness of the problems of Latino persons and conduct training programs for Latino persons to enable them to assume leadership positions.

Iowa Commission on the Status of African-Americans

Traevena Potter-Hall, Director
Lucas State Office Building
Des Moines, IA 50319
Tel: (515) 281-3855
Fax: (515) 242-6119
e-mail: Traevena.Hall@dhr.state.ia.us

Study the changing needs and problems of African-Americans in Iowa and recommend new programs, policies, and constructive action to the Governor and General Assembly.

Deaf Services Commission of Iowa

Kathryn Bauman-Reese, Director
Lucas State Office Building
Des Moines, IA 50319-0090
Tel: (515)281-3164
TDD: (515) 281-3164

Iowa Bureau of Refugee Services

Wayne Johnson, Bureau Chief
1200 University Avenue, Suite D
Des Moines, IA 50314-2330

Catholic Peace Ministry

Ann Naffier, Executive Director
4211 Grand
Des Moines, IA 50312

Iowa Department of Human Rights

Rose Vasquez, Director
Lucas State Office Building
Des Moines, IA 50319
Tel: (515) 281-7300
Fax: (515) 242-6119

Hispanic Ministry

Reverend Kevin Cameron, Director
1271 East 9th Street
Des Moines, IA 50316

WEST DES MOINES

West Des Moines Human Rights Commission

Susan Bacon, City Attorney
4000 G.M. Mills Parkway
P.O. Box 65320
West Des Moines, IA 50265
Tel: (515) 222-3600
Fax: (515) 222-3640

DUBUQUE

Dubuque Human Rights Commission

Kelly Larson, Director
1300 Main Street, City Hall Annex
Dubuque, IA 52001-4732
Tel: (319) 589-4190
Fax: (319) 589-4299

The commission is an administrative law agency which enforces Chapter 27, the human relations chapter, of the Dubuque Code of Ordinances. The commission staff accepts and processes complaints of civil rights violations, providing parties with the opportunity to mediate prior to any investigation. After investigation, if a probable cause finding is made by the commission's administrative law judge, and the parties fail to settle the dispute, the complaint is set for a public hearing.

NAACP

Ruby Sutton
P.O. Box 1012
Dubuque, IA 52004-1020

Dubuque Alliance

Odra Eberhardt
2160 Woodland Drive #D8
Dubuque, IA 52002
Tel: (319) 582-6786

Dubuque Shelter House

Mary Moody/Rich Mihm
1592 Locust Street
Dubuque, IA 52001

Active in peace/justice issues. Serves the poor.

FORT DODGE

Fort Dodge and Webster County Human Rights Commission

Ed O'Leary, Director
819 First Avenue South
Fort Dodge, IA 50501
Tel: (515) 572-2201
Fax: (515) 573-5097
TDD: (515) 573-5751

The purpose of commission is to secure for all individuals with the City of Fort Dodge and Webster County, freedom from discrimination because of race, color, religion, creed, sex, national origin, age or mental or physical disability in connection with employment, retaliation, aiding or abetting, education, public accommodations, credit or housing. The commission co-sponsors workshops on discrimination issues.

Geographic area(s) served: Fort Dodge & Webster County
Type(s) of publications: None

FORT MADISON

Fort Madison Human Rights Commission

811 Avenue East
Fort Madison, IA 52627
Tel: (319) 372-7700

GRINNELL

Grinnell Human Rights Commission

927 4th Avenue
Grinnell, IA 50112
Tel: (515) 236-3749

INDIANOLA

Indianola Human Rights Commission

Liz Nichols, Chairperson
110 North 1st Street, City Hall
Indianola, IA
Tel: (515) 961-9410

IOWA CITY

Iowa City Human Rights Commission

Heather Shank
410 East Washington Street
Iowa City, IA 52240-1826
Tel: (319) 356-5022
Fax: (319) 356-5009

The commission receives its authority from Iowa City Human Rights Ordinance, to investigate, conciliate and determine remedies for discrimination in the areas of credit, employment, housing, public accommodations and education.

Hate Acts Rapid Response Team (HA RRT)

Faith Wilmot
c/o Human Rights Commission
410 East Washington Street
Iowa City, IA 52240-1826
Tel: (319) 358-7822

HARRT's mission is to provide a rapid coordinated community response to hateful acts targeting individuals of protected classes. Our vision is to eliminate inappropriate and criminal behaviors based on discrimination, thereby strengthening our community's diversity.

Human Rights for GLBT

Janelle Rettig
3013 Coralville Avenue
Iowa City, IA 52245
Tel: (319) 338-0999

Iowa Coalition for Human Rights

P.O. Box 1222
Iowa City, IA 52244-1222
Tel: (319) 339-1661

Johnson County Coalition for Persons with Disabilities

Keith Ruff
601 South Gilbert #611
Iowa City, IA 52240
Tel: (319) 354-3912

University of Iowa Center for Human Rights
Burns Weston
236 Intern Center - U of I
Iowa City, IA 52242

Human Rights Iowa City
Dorothy Paul
20 East Market Street
Iowa City, IA 52245
Tel: (319) 337-7290

KEOKUK

Keokuk Human Rights Commission
415 Blondeau Street
Keokuk, IA 52632
Tel: (319) 524-2050

MARSHALLTOWN

Marshalltown Human Rights Commission
Floyd Harthun, Mayor
24 North Center Street
Marshalltown, IA 50158
Tel: (515) 754-5712
Fax: (515) 754-5717

MASON CITY

Mason City Human Rights
Lionel Foster, Director
City Hall
10 1st Street N.W.
Mason City, IA 50401
Tel: (515) 421-2714

Mason City Taskforce on Accessibility
Marcia Stasch
10 1st Street, N.W.
Mason City, IA 50401
Tel: (515) 424-0180

Diversity Taskforce of Mason City
Bill Schickel, Mayor
City Hall
10 1st Street, N.W.
Mason City, IA 50401
Tel: (515) 424-3601

Mason City Youth Task Force
Mary Schissel
10 1st Street, N.W.
Mason City, IA 50401
Tel: (515) 421-2708

MUSCATINE

Muscatine Human Rights Commission
215 Sycamore
Muscatine, IA 52761
Tel: (319) 264-1550

OTTUMWA

Ottumwa Human Rights Commission
Gail Quim, M.D., President
City Hall
Ottumwa, IA 52501
Tel: (515) 683-8094
Fax: (515) 686-8094
The mission of the Human Rights Commission is to educate the community on civil rights and provide mediation in local civil rights disputes.
Geographic area(s) served: City of Ottumwa
Type(s) of publications: None

SIOUX CITY

Sioux City Human Rights Commission
Richard E. Hayes, Executive Director
425 Orpheum Electric Building
Sioux City, IA 51101
Tel: (712) 279-6985
Fax: (712) 279-6309
TDD: (712) 279-0177

The Commission receives and investigates complaints of discrimination in housing, employment, and public accommodations. The alleged discrimination must be on the basis of age, race, religion, creed, color, sex, national origin, ancestry, mental or physical disability, or familial status.
Geographic area(s) served: City of Sioux City
Type(s) of publications: None

NAACP

Flora Lee
P.O. Box 82
Sioux City, IA 51102
Tel: (712) 274-6400 ext. 6363

Women Aware

Katie Colling, Executive Director
422 Davidson Building
Sioux City, IA 51101
Tel: (712) 258-4174

La Casa Latina
Kristie Nicolassen
917 Court Street
Sioux City, IA 51103
Tel: (712) 252-4259

Siouxland Committee for the Handicapped
Robert M. Irwin
46 Stewart Avenue
Sioux City, IA 51104
Tel: (712) 255-4646

Sioux City American Indian Center
Nate Parker
610 13th Street
Sioux City, IA 51105
(712) 255-8597

Council on Sexual Assault & Domestic
Margaret Saunders
Violence
P.O. Box 1565
Sioux City, IA 51102
(712) 258-7233

WATERLOO

Waterloo Commission on Human Rights
Walter Reed, Jr., Executive Director
620 Mulberry Street, Suite 101
Waterloo, IA 50703
Tel: (319) 291-4441
Fax: (319) 291-4295
TDD: None

The Commission's mandate is to secure for all individuals within the City of Waterloo freedom from discrimination because of race, color, religion, creed, sex, national origin, age, or mental or physical disability in employment, public accommodations, housing, credit, and education; serve as a source of information to employers, business people, employees, tenants, and other citizens about various civil rights legislation and regulations; and provide active assistance to prevent and eliminate discriminatory practices.
Geographic area(s) served: City of Waterloo
Type(s) of publications: None

**U.S. COMMISSION ON CIVIL RIGHTS
Central Regional Office
Gateway Tower II
400 State Ave., Suite 908
Kansas City, KS 66101-2406**

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