

Staying the Course: The 60th Anniversary of the Davenport Civil Rights Commission

FAIR HOUSING TRACT - 90 minute sessions

Criminal Records Screening and the Law - Approximately 77 million Americans, or 1 in 3 adults, have a criminal record. Having a criminal record can make it difficult, or even impossible, for an individual to work in a given field or obtain the housing of their choice. This session will review the use of criminal records in screening decisions and when the use of criminal records implicates the Fair Housing Act. Due to the disproportionate rates at which African Americans and Hispanics face arrest, conviction, and incarceration in relation to their share of the general population in the criminal justice system, these groups may face higher rate discriminatory effects in comparison to their share of the population. This session will review when a denial on the basis of criminal records status may constitute discrimination.

Source of Income Discrimination - Source-of-income discrimination generally refers to housing providers who refuse to rent to a household based on the type (the source) of income they have to pay the rent, such as a HCV, Social Security, Supplemental Security Income (SSI) received by people with disabilities, veterans' benefits, alimony or child-support payments from a missing spouse, and Temporary Assistance for Needy Families (TANF). This can include discrimination from lenders and insurance providers. This session will provide an overview of source of income discrimination and when the denial of housing on the basis of the source of a tenants income may implicate the Fair Housing Act.

Harassment in Housing - This session will review the responsibility of housing providers to intervene when there is harassment in housing by landlords, property managers, maintenance workers, loan officers or other people who have control over housing and sometimes, other tenants.

Reasonable Accommodations - Fair housing and anti-discrimination laws require housing providers to make reasonable accommodations and reasonable modifications for individuals with disabilities. Federal, state and local anti-discrimination laws that protect against disability discrimination cover not only tenants and home seekers with disabilities, but also buyers and renters without disabilities who live or are associated with individuals with disabilities. These laws also prohibit housing providers from refusing residency to persons with disabilities, or placing conditions on their residency, because they require reasonable accommodations or modifications.

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Nuisance/Crime Free Ordinance - This session will focus on how local ordinances may harm tenants and landlords, impede fair housing, and expose local governments to liability. Local nuisance or “crime-free housing” ordinances and policies single out properties where alleged “nuisance” activity, calls for emergency services or noise disturbances, have occurred. “Nuisance” or “crime-free housing” laws and policies may consider incidents of domestic violence – or a certain number of calls for police or emergency assistance—as “nuisance” activities. These ordinances and policies attempt to penalize a tenant and/or owner for “nuisance” activity through fines, evictions, or other penalties regardless of the impact of on the housing security of groups such as survivors of domestic and sexual violence, communities of color, and persons experiencing disabilities. This session will provide the tools necessary to evaluate and identify best practices to address the negative effects of nuisance and crime-free ordinances and policies and assist in creating rental housing policies that value safe, quality rental housing while also protecting residents within protected classes.

Legal Updates - Recent updates in fair housing law.

Affordable Housing Crisis - This session will focus on the current lack of affordable housing and providing tools for increasing the available stock of affordable housing units within our community. In addition to reviewing the historical and economic issues that have contributed to the affordable housing crisis, we will establish potential opportunities to address the deficit of affordable housing within our community.

LGBTQ Discrimination - [Executive Order 13988 on Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation](#) issued by President Biden, extends federal laws that prohibit sex discrimination to include sexual orientation and gender identity. This session will focus on how sexual orientation and gender identity are covered by the Fair Housing Act, establish what constitutes a prima facie case of discrimination, provide some training to improve cultural competency in this field, and provide tools to assist with the investigation of cases that allege discrimination based on sexual orientation and gender identity.

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SOCIAL JUSTICE - 90 - 180 minute sessions

Do They Matter? (180 minute session) - This session will cover implicit, explicit and confirmation biases and their impact on victim reporting and how to mitigate the impact of personal biases on the handling of complaints. Implicit and explicit biases can impact the perception of credibility of those appearing before the court and the handling of reports from female victims and victims within marginalized communities. Biases impact the handling of these reports, through perceptions of victim credibility, perception of plausibility of the report and perception of appropriate resolutions. The consequences of these biases can contribute to unfair judicial outcomes, negatively affecting families, communities, and society. This training will help you understand and recognize how cognitive biases can affect perceptions of behavior and credibility.

Trauma Informed Interviewing (180 minutes session) - Understanding how to conduct an effective interview with someone who has experienced trauma. Trauma can directly effect memory formation, discrimination can be a traumatic incident which may impact how someone reports a discriminatory incident. When someone experiences a traumatic event, this affects how they convey information and interact with others, which can be counterintuitive to traditional factors for assessing credibility, such as, making eye contact, failure to recall pertinent details, discomfort discussing the situation and they may minimize or normalize the situation.

Income and Wealth Inequality - Understanding American income and wealth inequality through a historical lens, assessing policy, programmatic and cultural factors in the continuing disparities relating to access to opportunity, credit and wealth building and the associated collateral consequences.

Collateral Consequences of War on Drugs - This session will discuss the multi-faceted disenfranchisement created by the War on Drugs. Through this session, we will create a trauma informed understanding of the multi faceted contributing factors to drug use and substance use disorder, based on the latest scientific research. In addition, we will unveil resources that explain the benefits of a harm reduction approach. This session will highlight the impact of the negative, collateral consequences engrained within the War on Drugs. This session will also suggest systemic and strategic policy reforms. By focusing on a Harm Reduction model and Public Health, while addressing the negative impact through an evidence based lens, this session will provide the tools change the trajectory of the war on drugs within our community.

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Death by 1000 Cuts: The Emotional Harm of Discrimination -

This session will focus on highlighting the importance of understanding how discrimination causes post traumatic stress disorder (PTSD) symptoms in those experiencing and sometimes, witnessing discrimination. The experience leading to PTSD symptoms can be a major incident, such as a hate crime or repeated micro-aggressions experienced within the workplace; despite the severity of the harms, they are typically minimized through assessments of appropriate resolutions. This session will evaluate ways that the tendency to minimize discriminatory harm can be remedied through expert testimony on harms of discrimination and creating greater awareness of the impact on the person experiencing it, is more than a slight annoyance or discourteous experience.

Staying the Course: By Any Means Necessary - Building effective social movements can create lasting, effective change for future generations. This session will review the steps that local advocates undertook, 60 years ago when establishing the Davenport Civil Rights Commission and follow the actions of those who came after them showing the impact that their diligence and commitment has had in ensuring a lasting commitment to maintaining a local civil rights enforcement agency.

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Day 1:

7:00 - 8:30 a.m. - Registration/Breakfast

9:00 - 10:30 a.m. - Session One

10:30 - 10:45 a.m. - Break

10:45 - 12:15 p.m. - Session Two

12:15 - 1:30 p.m. - Lunch

1:30 - 3:00 p.m. - Session Three

3:00 - 3:15 p.m. - Break

3:15 - 4:45 p.m. Session Four

Day 2:

8:00 - 9:30 a.m. - Session One

9:30 - 9:45 a.m. - Break

9:45 - 11:15 p.m. - Session Two

11:15 - 12:30 p.m. - Lunch

12:30 - 2:00 p.m. - Session Three

2:00 - 2:15 p.m. - Break

2:15 - 3:45 p.m. Session Four

