

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

**FAIR HOUSING** - 90 minute sessions

**Criminal Records Screening and the Law** - Kathryn Amaya - HUD Region VII Chief, Programs and Compliance - 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** - Todd Schmidt, Senior Staff Attorney - Iowa Legal Aid - 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** - Erin Meehan Richmond - Department of Justice - 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** - Leonard Sandler - University of Iowa, Director of Law and Policy 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

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**Nuisance/Crime Free Ordinance** - Alex Kornya - Iowa Legal Aid - 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.

**Fair Housing Legal Updates** - Steve Tomkowiak - Fair Housing Center of Metropolitan Detroit - Recent updates in fair housing law.

**Affordable Housing Crisis** - Tracy McCracken - Director of Fair Housing, NCRC - 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** - Kathryn Amaya - HUD Region VII Chief, Programs and Compliance - 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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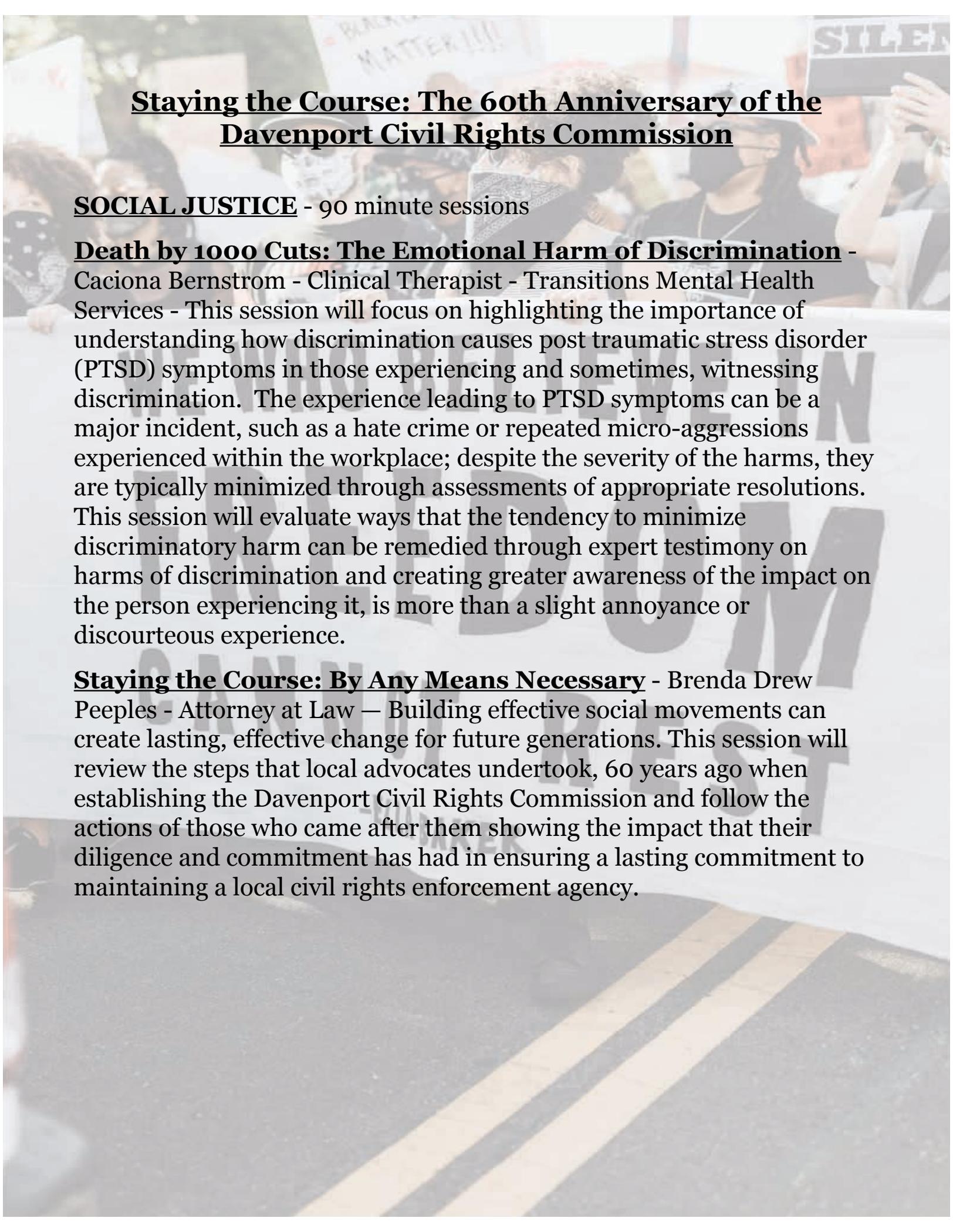
**SOCIAL JUSTICE** - 90 - 180 minute sessions

**Do They Matter?** Latrice Lacey, Davenport Civil Rights Commission and Caciona Bernstrom, Clinical Therapist - Transitions Mental Health Services - 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** - Latrice Lacey - 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** - Jeremy Rosen - Shriver Center - 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** - Benjamin Ruddell - Director of Criminal Justice Policy - ACLU of Illinois - 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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**SOCIAL JUSTICE** - 90 minute sessions

### **Death by 1000 Cuts: The Emotional Harm of Discrimination** -

Caciona Bernstrom - Clinical Therapist - Transitions Mental Health Services - 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** - Brenda Drew Peeples - Attorney at Law — 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 Keynote Speaker:** Netsanet Kantner | Behind the Algorithms | TEDxYouth@Davenport Speaker

How humans are integrating personal biases into technology and is being used to support decisions in a wide range of fields from suggestions for leisure activities to lending and employment decisions. These decisions are developed through machine learning, developing algorithms that rely on multiple data sets, or training data, which determines what the correct outputs are. An algorithm is basically a series of instructions that tells the computer how to transform a set of data into useful information. To make an algorithm, you need the information that is going to be used to make the decision or **input**; the decision-making aspect ( $a+b=c$ ) or **transformation**; and finally you will get the results of the input and transformation, **output**. The use of artificial intelligence(AI) in decision-making was believed to be a way of making data-driven decisions intended to create more objectivity and clarity to the process. The discrimination covered by the Davenport Civil Rights Ordinance, Iowa Civil Rights Act and Civil Rights Act of 1964 and the subsequent revisions, envisioned discriminatory human decision-making; it specifically sought to address decisions by hiring managers, store owners, landlords and government officials. At the time that these were enacted, it was never imagined that decisions would be made by machines or software, through algorithms, without human input in the individual processes.

## **Day 2 Keynote Speaker:** Tami Haught | The Intersection of Race and Criminalization of HIV |Managing Director for the SERO Project

During the early years of the HIV epidemic, many states implemented HIV-specific criminal exposure laws to discourage behavior that might lead to transmission, promote safer sex practices, and, in some cases, receive funds to support HIV prevention activities. Tami assists state advocates to educate community members, allies, and legislators on the impact of HIV-specific legislation and was the Community Organizer who led Iowa's efforts to modernize their HIV-specific statutes in 2014 alongside Commission Director, Latrice Lacey.

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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 a.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