



## **DUBUQUE HUMAN RIGHTS COMMISSION MEETING MINUTES OF October 10, 2023**

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**DATE:** Tuesday, October 10, 2023

**TIME:** 4:36 PM

**LOCATION:** Ruby Sutton Building/Multicultural Family Center, 1157 Central Avenue, Dubuque, IA 52001

Chairperson Anderson called the meeting of the Equity & Human Rights Commission to order at 4:36 p.m.

### **Roll Call**

Secretary Lauren Link led roll call.

**Commissioners Present:** Carla Anderson, Enoc Sanchez, Michaela Freiburger, Jake Kurczek, Lauren Link, Matthew Zanger, Theresa Sampson-Brown, David Heiar

**Commissioners Absent:** Maitha Jolet

**Staff Present:** Gisella Aitken-Shadle, Ann Marie Jannette, Jason Lehman

### **Reflections**

Sanchez reported that the Latinx Fiesta was a success. They estimated that 1200 people attended.

### **Approval of September 12, 2023 Meeting Minutes**

Heiar motioned to approve the minutes. Sanchez seconded. All in favor.

### **Reports**

#### **Caseload Report**

Provided by Jannette. Anderson mentioned that the Complainant in the complaint example had been encouraged to file a complaint by her.

#### **Chairperson's Report**

Anderson reported that she is hearing a lot of incidents of bullying at Roosevelt Middle School. There is a recording of a teacher calling a student an idiot. The student in question is a Native American. Anderson is unsure whether the

incident was racially motivated. Anderson asked if the Equity and Human Rights department could offer training for the teachers and staff at Roosevelt.

Michaela proposed talking to the school board about this issue and making it one of the commission's measurable goals. Heiar pointed out that the school board doesn't have much to do with the day-to-day business of the school. He recommended that instead we approach the schools to see if we could address the teachers on one of their half-day service days. Aitken-Shadle offered the suggestion for the commission to do an op-ed of what to do in case of discrimination and how to reach out to the Equity and Human Rights Department. If the commission would like to do that, they just need to run their proposed op-ed through the City's public information office first.

### **Director's Report**

Aitken-Shadle reported that the department had attended BBQ in DBQ, Latinx Fiesta, and the Steeple Square Community Event. We have an upcoming event at the Multicultural Family Center opening on October 21, from 12-3pm. All commission members are welcome to attend and assist at the EHR table. Aitken-Shadle also reported that she has been participating in City Life in Spanish for the past few weeks.

### **Old Business**

There was no old business.

### **New Business**

Kurczek researched and compiled a list of what other Human Rights Commissions in cities around Iowa are doing. Heiar said that he had talked to Kelly Larson who said that the Dubuque commission had been set up this way before she started here in 1999. Per Larson, the commission had only heard a complaint only 3-4 times in almost 20 years.

### **Goals**

Freiburger wanted to set up a time to do Smart goals. Heiar recommended they have a subcommittee to hash out the goals and bring them back to the commission. Sub-committee members are Kurczak, Heiar, Freiburger, and Sampson-Brown. The sub-committee meeting is scheduled for October 17, at 3:45 pm.

### **Public Input**

Alanda Gregory spoke as a representative of the NAACP. She mentioned the freedom Fund Banquet on November 5, 2023. Tables and tickets are available. They are also seeking nominations for awards.

**Other business to be discussed**

No other business to be discussed.

**Adjournment**

Sanchez motioned to adjourn; Freiburger seconded. All in favor. The meeting ended at 5:38 p.m. The next regularly scheduled meeting is Tuesday, November 14, 2023, at 4:30 p.m.

**Minutes approved as submitted:** \_\_\_\_\_

**Minutes approved as corrected:** \_\_\_\_\_