



EQUITY AND HUMAN RIGHTS COMMISSION MEETING MINUTES

March 12, 2024

DATE: Tuesday, March 12, 2024

TIME: 4:30 PM

LOCATION: Ruby Sutton Building, 1157 Central Avenue, Dubuque, IA 52001

Commissioner Andersen called the meeting of the Equity & Human Rights Commission to order at 4:34 p.m.

Commissioners Present: Carla Anderson, Jake Kurczek, Matthew Zanger, Michaela Freiburger, David Heiar

Commissioners Absent: Enoch Sanchez, Maitha Jolet, Teresa Sampson-Brown

Staff Present: Ann Marie Jannette

Approval of February 13, 2024, Meeting Minutes

Corrections discussed. Andersen motioned, second by Kurczek, to approve the meeting minutes of February 13, 2024, as corrected.

Reflections & Updates:

Heiar provided an update on the status of the changes or amendments that are being discussed in the legislature. The Better Together Committee met with local MIT students who are assisting to put a roadmap together to assist with international students and connecting them to workforce. Immigration Forum on March 21st from 2-4pm with the DCSD. He provided an update on the Diversity Summit that many attended in February. Would like to be partnering with the Chamber on future Diversity Summits. Participated in a virtual art presentation. Would like the display or presentation to be in the Dubuque area. A handout was provided with book recommendations.

Freiburger provided an update and background on the Diversity Summit history. Businesses are working on DEI and human rights. Arts & culture and transportation are areas that she would like to see more advancement in. Attended the Cracker Barrel with the State legislature. Importance of sending letters to committees. A letter went out to senators and legislators.

Zanger suggested adding additional groups to the mental health category of the list provided in person.

Goals Implementation Progress:

Heiar discussed that we should be partnering with agencies that align with goals. Freiburger discussed that we set up committees to strategize how the commission to implement the goals. Kurczek added that he would like to see some goals assigned to individuals that are present at the meeting.

Reports

Caseload Report

1 complaint. 9 active investigations. 1 in mediation. 5 full hearing cases closed. FY24 total cases closed 60. FY24 total cases 62.

Director's Report

Aitken-Schadle was unable to attend the meeting. Jannette attended the Diversity Summit along with several City staff. Intercultural Competency training to staff for all new employees. Virtual Wednesday meetings are attended by about 50 people. Diversity in Dubuque calendar for March is available online. Participated in the MFC career week for middle school and high school students. Looking for volunteer trained mediators for a neighborhood dispute. Human Rights Department has officially opened the new grant, two \$5000 grants will be disbursed to a non-profit organization. The organization needs to have Dubuque as the primary service location.

Chairperson's Report

Andersen attended the Diversity Summit. Provided an update on a case she has been following involving a 12-year-old child and charges filed against them. Charges have been dropped. Sustainability in housing that is being built in Washington neighborhood. Volunteers will be needed. Recent death of a 21-year-old worker. OSHA training and funding for construction sites – ensuring workers are being provided proper training.

Old Business:

Conversation about the concept of belonging. Andersen brought up that she spoke with other commissions about belonging. She wants to ensure that everyone has a sense of belonging. Suggestion of training to the commission. Freiburger and Kurczek discussed education opportunities.

Public Input

2023 Grant recipient, Alanda Gregory, to report on the 2023 Black Expo. 25 Black owned businesses attended. City departments also attended. The cost of the event was \$13,000. Funding for scholarships and to start a podcast was utilized.

New Business:

- Creation of a team to monitor legislative actions on the state and federal level. Motion by Kruczak to create a 3-member team, second by Freiburger. All approved.
- Iowa bill overhauling social studies education discussion (see TH article). Heiar discussed that the new committee should review and put together a letter of recommendation.
- Recent legislation removing gender parody discussion.
- Iowa bill would ban citizen police review boards (<https://www.thegazette.com/state-government/iowa-bill-would-ban-citizen-police-review-boards/>)
- John Lewis Youth Leadership Award nominations
- Event: April 4th at The Spot from 5-7pm, Black Generations Unveiled discussion/stories

Adjournment:

Andersen motioned and Kurczek seconded to adjourn. All in favor. The meeting ended at 5:35 p.m. The next regularly scheduled meeting is Tuesday, April 9, 2024.

Minutes approved as submitted: Ann Marie Jannette

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