



EQUITY AND HUMAN RIGHTS COMMISSION MEETING MINUTES

April 9, 2024

DATE: Tuesday, April 9, 2024

TIME: 4:30 PM

LOCATION: Multicultural Family Center, 1157 Central Avenue, Dubuque, IA 52001

Commissioner Anderson called the meeting of the Equity & Human Rights Commission to order at 4:32 p.m.

Commissioners Present: Carla Anderson, Jake Kurczek, Dave Heiar, Matthew Zanger, Michaela Freiburger, Theresa Sampson-Brown

Commissioners Absent: Enoch Sanchez, Maitha Jolet

Staff Present: Ann Marie Jannette

Approval of July 11, 2022, Meeting Minutes

Correction discussed. Heiar motioned, second by Freiburger, to approve the meeting minutes of March 12, 2024, as corrected.

Reflections & Updates

Heiar spoke about the NAACP having a virtual event on "Know your Rights" in terms of housing. The possibility was discussed about partnering with the NAACP education subcommittee regarding their efforts to see the Dubuque School district hire for the open position of Director of Equity for the schools. Freiburger and Anderson disagreed due to time commitments and a lack of action taken by the NAACP in the past.

Anderson reported on the need for partnering with Habitat for Humanity in finding more eligible candidates for housing. They currently have one empty home and are building six others. Anderson also reported on the success of the recent event Generations Unveiled. She is planning on organizing a follow up event in the near future.

Heiar requested more subcommittees to encourage more active participation in other organizations. Freiburger suggested holding off on partnerships with other organizations for now until projects can be assigned among commission members.

Heiar reported that he had spoken with Crenna Brumwell about updating the ordinance. Crenna explained that the commission would have to schedule a work session with the city council to discuss whether they are open to change the ordinance. Heiar requested a subcommittee together to draft an alternative ordinance before meeting with the council. Subcommittee was formed consisting of Heiar, Sampson-Brown, and Anderson.

Reports

Caseload Report

Zero Complaints logged during the month, nine current active investigations, two incidents currently in mediation, zero incidents in full hearing, one case closed during the month, 61 cases closed in FY24, 57 total cases FY24.

Director's Report

Jannette gave an update on Aitken-Shadle stating that her return to the office is still unknown. ICC training for all new employees went well as did the EHR Budget Hearing in front of the city council and mayor. Jannette reported that seven applications came in for the EHR Grant and that the reviewers from the commission will be Zanger, and Sampson-Brown as well as two other City employees. Jannette also invited commission members to attend the upcoming Celebrate Africa event being held at the MFC. The EHR department will have a table and will be handing out information.

Chairperson's Report

Anderson had nothing to report.

Old Business:

Budget hearing had already been discussed in the Director's Report.

New Business:

- **Discussion to change the organization of the meeting agenda:** Heir motioned, Sampson-Brown seconded, all approved, motion passed.
- Discussion regarding Generations Unveiled: discussed earlier in the meeting.
- Discussion regarding Habitat for Humanity: discussed earlier in the meeting.
- Police complaints procedure and the DCPRC and NAACP: Jannette explained that the EHR rights department no longer has any role in police complaints.

Public Input:

There was no public input.

Adjournment:

Heir motioned and Freiburger seconded to adjourn. All in favor. The meeting ended at 6:02 p.m. The next regularly scheduled meeting is Tuesday, May 14, 2024.

Minutes approved as submitted: _____



Minutes approved as corrected: _____