

**CITY OF DUBUQUE  
HUMAN RIGHTS COMMISSION  
MEETING MINUTES OF  
May 13, 2013**

Commissioner Stewart called the meeting of the Dubuque Human Rights Commission to order at 4:38 p.m. on Monday, May 13, 2013, at the City Hall Annex, 1300 Main Street, Conference Room II Dubuque, Iowa.

**Roll Call:**

Present:	Anthony Allen, Chair Andrea Beacham Howard Lee	Miquel Jackson Jeff Lenhart RRS Stewart, Vice-Chair
Absent:	Andrea Helgager	Mike Elliott
Staff:	Carol Spinoso	Kelly Larson

**Approval of Minutes**

Commissioner Stewart moved to approve the meeting minutes of April 8, 2013. Commissioner Lenhart seconded. All in favor.

**Reports**

**Caseload Report**

The written report for April 2013 was received and filed.

**Chairperson's Report**

Commissioner Stewart reported that last month she attended the League of Iowa Civil Rights Agencies meeting. There was discussion on Title VI Compliance Agreements which have to do with discrimination in public transportation. The IDOT is asking cities to have a Title VI Agreement Plan to address sub-recipient compliance and for managing discrimination complaints in the area of transportation. Kelly will consult with the Legal Department. There was also discussion on the Cooperative Agreements that the Iowa Civil Rights Commission has with local agencies for case reimbursement.

**Director's Report:**

Kelly reported that they have made a conditional offer to one of the Human Relations Specialist candidates, and that they are conducting background checks and hope to have someone on board by the beginning of June. The City is reviewing the Comprehensive Plan, and staff has been working on pulling details together for the diversity and inclusion portion. The pilot City Life program has three sessions remaining. Following the program, they will send a report to the City Manager and make decisions on what they will do moving forward with that group.

**Old Business**

**Review and Discuss Goals**

**Goal #1:** Increase opportunities for citizen dialogue and education on human and civil rights: Howard, Miquel, Anthony, Jeff, RRS, Andrea H.

**Goal #2:** Commission business/improve HRC quality: Miquel, Howard, Anthony, Andrea B., Mike, Jeff

Rule of the Month: Commissioners reviewed Title 8, Chapter 3: Unfair and Discriminatory Practices. Commissioner Beacham recommended that they move the words “transvestism, transsexualism, and gender identity from 8-3A-2(C)(2a) to section 8-3A-2(C)(1). She will draft a proposed amendment to the ordinance to discuss at the June meeting. For next month: Jackson, Section 8-4-3; Lee, 8-4-4 (A)(B); Lenhart, 8-4-4(C); and Stewart, 8-4-4(D). Absent Commissioners will report on their previously assigned sections at next month's meeting.

Goal #3: Community dialogue and education on bullying and violence:  
Miquel, Howard, Andrea B., Jeff, RRS

Commissioner Stewart distributed the Diamond Jo grant information and the budget for the DBQ Community BBQ. She reported that currently they will receive \$1,900.00 from the City of Dubuque Sustainability Grant, the DIFL will pay for T-Shirts, and Omega Psi Phi is donating \$500 for food costs.

Goal #4: Increase collaborations/partnerships to further the mission of the DHRC:  
Howard, Miquel, Andrea H., RRS, Mike

Commissioner Stewart prepared proclamations for the May Anniversary of the First Freedom Ride, and for the June Anniversary of the Emancipation Proclamation/Juneteenth. The First Freedom Ride will need to be presented to the Council at their May 20<sup>th</sup> meeting and the Juneteenth Proclamation at the June 3<sup>rd</sup> meeting. Commissioner Beacham noted that the date submitted on both proclamations should be changed. Commissioner Allen moved to accept the proclamations as corrected. Commissioner Lenhart seconded. All in favor.

### **New Business**

#### DCSD Equity Operations Coordinator – Chrissy Johnson

The Commission invited Ms. Johnson to the meeting to discuss past collaborations. Specifically the intercultural competency training, mediation, the Equity Advisory Committee, and the anti-bullying and harassment initiatives, and asked her to clarify her role. She stated that in her role as the Equity Operations Coordinator she is responsible for educating staff and students on their rights. This year she is working in the elementary schools making them aware of the 17 protected classes in the State of Iowa. In the past the District, through her position, has provided staff in-service using the work of Ruby Payne. Due to the need for response to intervention, the District is now making a shift from the work of Ruby Payne to that of Nancy Love, which is a data driven process.

She stated that she does have a working knowledge of Title 9, Section 504, the ADA, the Civil Rights Act and relevant state laws, and they have recently formed an Equity Team to make sure they have the policies and procedures related to those laws in place for their compliance review this fall. She stated that bullying and harassment and 504 issues are handled by other employees, and that all of that information will be listed on the equity page on the DCSD website. At this time they are in the process of updating the entire website. The Human Resources Department would handle any complaint investigations or mediations.

Commissioner Beacham announced that there is a Pride Picnic at Eagle Point Park at 2:00 p.m. on Sunday, June 2, and that she isn't able to attend the MFC sponsored Juneteenth Event on June 15, from 4:00 to 6:00 at Comiskey Park. Commissioner Lenhart volunteered to attend.

**Adjournment**

Motion to adjourn by Commissioner Beacham. Second by Commissioner Lenhart. All in favor. The meeting of the Human Rights Commission adjourned at 5:47 p.m.

The next regular meeting is scheduled for Monday, June 10, 2013.

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

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