

**DUBUQUE HUMAN RIGHTS COMMISSION
MEETING MINUTES OF
July 13, 2020**

Commissioner Allen called the virtual meeting of the Dubuque Human Rights Commission to order at 4:32 p.m. on Monday, June 8, 2020.

Roll Call:

Present:	Anthony Allen Michael Durnin Mallory Gardiner Jerry Hammel	Miquel Jackson Jason Keeler Ashley Regan
Absent	Adrienne Breitfelder	Kathy McCarthy
Staff:	Kelly Larson	Carol Spinoso

Approval of June 8, 2020 Meeting Minutes

Motion by Jackson second by Hammel to approve the meeting minutes of June 8, 2020.
All in favor.

Reports

Caseload Report

The June 2020 Caseload Report was received and filed.

Chairperson's Report

Commissioner Allen reported that going forward he will meet with Commissioner Breitfelder prior to their monthly commission meeting to discuss agenda items.

The YMCA has closed due to COVID-19. Steeple Square is collaborating with the NACCP to provide education for first time voters.

The first of three NAACP Next Steps for Justice discussions was held on July 11th relating to criminal justice. The July 18th session will focus on housing, and July 25th education.

Dawnelle Gordon is campaigning to rename the Dubuque Regional Airport in honor of Tuskegee Airman Robert L. Martin, a Dubuque native, and the Butler Scholars at UD are working to memorialize Nathaniel Morgan.

A new campaign "All of Us Dubuque" facilitated by the Community Foundation of Greater Dubuque in partnership with local organizations, agencies, and businesses, focuses on uniting as a community in COVID-19 recovery.

Attended the Juneteenth celebration that the Dream Center hosted at Washington Park. It was well attended, and people wore masks and practiced social distancing.

Director's Report

Written quarterly reports will be submitted.

Old Business

Discuss additional goals related to recent community momentum on diversity and inclusion initiatives

Commissioner Breitfelder proposed adding a new goal objective to "Advise the City Council on recent community priorities for advancing diversity and inclusion in the City of Dubuque." Two action items were listed: 1) Attend the DBQ NAACP Next Steps for Justice sessions; and 2) attend the City Council's July 27, 2020 meeting to share recommendations with council and to show support for other organizations in attendance. Commissioner Hammel is willing to assist with this objective.

It was felt that these action items were already being addressed, and it was suggested that they identify additional action items. Commissioner Durnin felt there may be issues that arise from the NAACP community sessions that could be included. Commissioner Jackson moved to table this discussion until Commissioner Breitfelder has had an opportunity to address this further or until additional action items are identified. Commissioner Durnin seconded.

Anthony Allen	Yes	Miquel Jackson	Yes
Michael Durnin	Yes	Jason Keeler	Yes
Mallory Gardiner	Yes	Ashley Regan	
Jerry Hammel	Yes		

All in favor. Commissioner Regan did not respond and was not present for the remainder of the meeting.

New Business

Report on COVID-19

Kelly reported that locally there have been over 12,000 tests administered locally with a positive rate of 6%. 50% of the positive cases are male and 50% are in the 18 – 40 age group, and 29% in the 41 – 60 age group. There have been 23 deaths. Statewide statistics show 65% of positive cases were white, 24% Hispanic, 9% Black, 6% Asian, 1% Pacific Islander, and 1% Native American.

In terms of the demographics of deaths, 80% white, 7% Hispanic, 5% black, 3% Asian, 2% Pacific Islander, and 1% Native American. Deaths are continuing to decrease.

The unemployment rate is 13.8%, and it is reasonable to assume that the impact is falling disproportionately on communities of color.

The Department has an AmeriCorps member who is working with staff for 6 weeks to put together information on recovery services available for assistance with eviction and /or unemployment reaching out to the Marshallese community.

The disaster fund has \$1.3 million available. They received 58 applications accounting for \$1.2 million in requests, and to date they have granted out \$719,625 to multiple nonprofit organizations.

Internally departments are working to reduce the budget, and they are analyzing proposals for equity impact. They are waiting for state sales tax information to determine the impact of the general fund.

There is a work session with the City Council scheduled on July 27, 2020. Departments and community partners will present information in preparation for the Council's goal setting session in August. They will look at the data focusing on the black and brown communities, looking at work that has been done, what is currently being done, and what they see as future steps.

Discuss details from Linn County's COVID-19 virtual town hall meeting and possibility of hosting a session in Dubuque

It was suggested that with current involvement with the NAACP sessions, that they wait until prior to the start of school year, early August to talk about planning this event.

Commissioner Durnin will meet with Commissioner Breitfelder next week to discuss options for planning and publicizing this event.

Discuss Key City Pride's Keychella Event

Key City Pride along with other community partners will present the 1st Annual Keychella Festival, a three-day event that consists of a community lunch and learn, a festival at Comiskey, and a drag brunch. Commissioners suggested staffing an educational booth at the festival at Comiskey. Commissioner Gardiner moved to support Keychella by hosting an educational booth. Commissioner Durnin seconded. Roll call:

Anthony Allen	Yes	Miquel Jackson	Yes
Michael Durnin	Yes	Jason Keeler	Yes
Mallory Gardiner	Yes	Ashley Regan	
Jerry Hammel	Yes		

Motion carried.

Standing Items: Goals

Objective 1: Race in the Heartland Conference – Jackson, Breitfelder, Allen

Commissioner Jackson reported that they will be working on marketing and updating website content. Commissioners Allen and Gardiner will assist with the public forum planning. There is an allocation of \$5,000 for conference expenses in CDBG funds.

Objective 2: Education – Durnin, Breitfelder, Gardiner

Commissioner Durnin reported that he and Commissioner Breitfelder met to revisit and update the goal. They added an action item that would analyze potential gaps in student achievement due to COVID-19, and an item that would investigate and analyze how the post traumatic stress of COVID-19 has affected students. Commissioner Durnin moved and Commissioner Gardiner seconded to accept the updated goals as presented. Roll call:

Anthony Allen	Yes	Miquel Jackson	Yes
Michael Durnin	Yes	Jason Keeler	Yes
Mallory Gardiner	Yes	Ashley Regan	
Jerry Hammel	Yes		

All in favor.

Taj Suleyman the DCSD Equity Coordinator was present to provide an update on his work with the school district, and the effects of COVID-19. Taj provided the Dubuque Community Schools Strategic Plan and priority initiatives that were presented in June 2020 on student achievement and development, community engagement, resource management, and professional development for school staff.

Objective 3: Housing – McCarthy, Keeler, Allen

Commissioner McCarthy presented a draft plan as they prepare to move forward with this goal. The draft will be discussed at the August meeting.

Objective 4: Employment – Breitfelder, Hammel, Regan

Commissioner Hammel reported that he met with Commissioner Breifelder to review and update some of the action items based on the current environment. Commissioner Breitfelder will be offering assistance to Commissioner Jackson on the employment component of the Race In the Heartland Conference. To maintain interaction with the City Council, they plan to invite Council Members to a meeting for discussions on the analysis of impediments and equitable poverty prevention. Commissioner Hammel moved and Commissioner Durnin seconded to approve the updated employment goals. Roll call:

Anthony Allen	Yes	Miquel Jackson	Yes
Michael Durnin	Yes	Jason Keeler	Yes
Mallory Gardiner	Yes	Ashley Regan	
Jerry Hammel	Yes		

All in favor.

Adjournment:

Commissioner Hammel motioned and Commissioner Durnin seconded to adjourn. All in favor. The meeting ended at 6:05 p.m. The next regularly scheduled meeting is Monday, August 10, 2020.

Minutes approved as submitted: _____

Minutes approved as corrected: _____