

Dubuque Human Rights Commission
Goal Setting
December 3, 2011

Present: Miquel Jackson, Regine Ronek, Kurt Hansen, Mike Elliott, Anthony Allen, R.R.S. Stewart, Judie Root

Absent: Mitzy Krey, Andrea Beacham

Staff: Kelly Larson

Facilitator: Sid Scott

The meeting was called to order at 9:15 a.m. and attendees proceeded with introductions. Facilitator Sid Scott then reviewed the mission and the focus for the meeting, reminding commissioners to consider others with whom they might partner to accomplish goals. He also summarized the characteristics of successful organizations, including identifying crucial issues that are driven by results and attached to timetables with clear measures of success, as well as the need to engage both internal and external constituencies.

The group proceeded to discuss potential goals for the coming year, and the following suggestions were presented:

- Increase HRC attendance
- Improve tenant/landlord communication
- Increase opportunities for citizen dialogue
- Increase community knowledge of human rights issues
- Decrease incidents of bullying and violence
- Improve interaction/communication between races/nationalities
- Help promote the NAACP
- Assist educating the public regarding the Americans with Disabilities Act
- Have some type of occasional functions where we get together as “people” not commissioners, possibly with spouses/significant others
- Build “community” bonding
- Improve attendance of commissioners
- Improve tenant/landlord communications
- Plan for 2012 equity conference
- Develop a commissioner advocate program
- Improve the visibility of human rights and what they do/stand for
- Work with other commissions
- Improve landlord communications – not be afraid to call police as needed
- Get to know and understand human rights
- Get together with other commissioners; attend other meetings
- Focus on education; foster neighborhood mediation

The group connected the above ideas into five potential goals as described below. Commissioners also indicated which goals they would be interested in working on. Based on past conversations at meetings, the Commissioners present suggested absent commissioners for certain goals, recognizing they may decline to accept those assignments.

1. Increase opportunities for citizen dialogue and education around human rights issues (Kurt, Mike, Miquel, Anthony)
 - a. Educating on the ADA
 - b. Advocacy/awareness of the commission
 - c. "Community" bonding – all of Dubuque
 - d. Interaction between various races/nationalities
 - e. Particular focus on individual rights and where those arise under the Constitution – it is "we" have rights, not "I" have rights – this could foster more civil dialogue. It is not "me vs you" it is all of us negotiating how we will live together as a community. Educate people on this – this may mean commission needs additional education first.

2. Improve HRC quality (Kurt, Judie, Regine, Anthony)
 - a. Increase visability
 - b. Improve organization of meetings
 - c. Advocate
 - d. Increase attendance
 - e. Improve camaraderie amongst commissioners
 - f. Work with other commissions

3. Improve tenant/landlord communication (Judie, R.R.S.)

4. Decrease incidents of bullying and violence (Andrea, R.R.S., Anthony)
 - a. Some focus on the GLBT community
 - b. 2013 equity conference
 - c. Foster neighborhood mediation, mediation skills, working with DDRC

5. Help promote the NAACP (Mike, Judie, Mitzy)

Next Steps: Kelly will provide the notes to Sid to review, and will then forward them to the Human Rights Commission. Commissioners then can vote to formally adopt goals, create subcommittees, and determine objectives and actions steps.

Meeting Adjourned at 1:00 p.m.