

**CITY OF DUBUQUE  
HUMAN RIGHTS COMMISSION  
MEETING MINUTES OF  
November 18, 2013**

Commissioner Allen called the meeting of the Dubuque Human Rights Commission to order at 4:31 p.m. on Monday, November 18, 2013, at the City Hall Annex, 1300 Main Street, Conference Room II, Dubuque, Iowa.

**Roll Call:**

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

**Reflections**

Commissioner Lenhart distributed copies of the debut issue of the Resources Unite magazine. Kelly stated that Resources Unite is working on obtaining their nonprofit status, and that staff has been working with them as they are interested in becoming a volunteer center.

**Approval of Minutes**

Commissioner LoGuidice moved to approve the meeting minutes of October 14, 2013. Commissioner Lenhart seconded. All in favor.

**Reports**

Caseload Report

The written report for October 2013 was received and filed. Carol will redistribute the entire October report.

Chairperson's Report

Tabled until Goal # 1.

Director's Report:

Kelly reported that they are working on strategic planning with the Multicultural Family Center and their board. She stated that since there is not an actual volunteer center, there is a group of agencies that are working together collaboratively to determine how they can support each other in volunteer efforts. The pilot program that they are working on involves the Circles Initiative, Project Concern and Operation New View around economic opportunity. This month they will be doing some joint recruitment and volunteer recognition in January. They will then work on creating and developing a marketing tool to be used by other agencies that come together around a common goal and collaborative work with nonprofits so that there is less duplication and smarter sharing about the use of resources.

Manisha has been working with the Cultural Voices group. They will be meeting with the city departments talking about issues that community members face when accessing services. Their goal is to increase communication and understanding and look for things to improve in terms of services offered.

## 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.

Commissioners Stewart reported that she and Commissioner Allen attended the League of Iowa Civil Rights Agencies quarterly meeting on Thursday, October 31, prior to the November 1st Iowa Civil Rights Commission Symposium. She distributed a copy of a letter from the Council Bluffs Civil Rights Commission to the City of Omaha asking to not eliminate the Omaha Civil Rights Commission, and an article from the Des Moines Register about the possibility of outsourcing cases received at the Des Moines Commission to the ICRC. Other topics included discussions about the process differences between local and state commissions.

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

Commissioners reviewed Title 8 Chapter 5 Fair Housing. For next month's meeting Commissioners will report on the following: Stewart 8-5-7(B&C); Allen 8-5-7(D-F); Beacham 8-5-8; Elliott 8-5-9(A&B); Helgager 8-5-9 (C&D); Jackson 8-5-9 (E&F); Lee 8-5-10; Lenhart 8-5-11 (A&B); and LoGuidice 8-5-11(C-F).

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

### Dubuque Community BBQ

Commissioner Jackson compiled data, based on the surveys submitted determining the various ethnicities in attendance, rating how comfortable they feel in Dubuque, their neighborhood as a place to live, the job the Police are doing in addressing crime, public transportation needs, and how well needs are being met. The data will be forwarded to Erica in Housing, Jerelyn, Kevin Klein and Gail at Transit.

Texas Roadhouse and HyVee have not submitted invoices. It was decided that since they've already been notified by letter to submit an invoice, they will no longer pursue and consider it a BBQ donation.

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

Commissioner Beacham announced that Parents Family and Friends of Lesbians and Gays (PFLAG) will be meeting the third Tuesday of the month at 7:00 p.m. at St. Luke's United Methodist Church. Molly Menster, Tina Sio and Cora, their daughter, will be talking about adoption and parenting as a same sex couple.

There will be a screening of the movie Trans on Wednesday, November 20<sup>th</sup> at 6:00 p.m. at the Mindframe Theater as part of the Transgender Day of Remembrance.

The NAACP will be meeting Tuesday, November 19<sup>th</sup> at 6:30 p.m. at the MFC.

**New Business**

Confirm quorum at December 7<sup>th</sup> Goal Setting

There will be a quorum present at the December 7<sup>th</sup> goal setting session. Commissioners Stewart and Lee are unable to attend. Commissioner Stewart requests to be conferenced in via telephone for the December 9<sup>th</sup> regular meeting.

ACLU Report: The War on Marijuana in Black and White

Commissioner Stewart distributed copies related to racial arrest disparities in Iowa. The Iowa profile showed that in Iowa, blacks are 8.3 times more likely than whites to be arrested for marijuana possession. In Dubuque, blacks are 10 times more likely to be arrested for marijuana possession. It's not clear what the ACLU will do with this data going forward. Commissioners found this data disturbing and asked what they could do to address this. Kelly suggested looking at what other cities have done around examining the data, looking at both the system and individual levels. And look at what sort of measures they put into place usually with software that can run numbers so they can look at where they are getting disparities. She stated that they would be more effective if they focus on systems level issues. It was suggested to have Mark Dalsing speak to them. Commissioner Stewart moved to ask Mark Dalsing come to the December 9 commission meeting. Seconded by Commissioner Beacham. All in favor. Commissioner Stewart moved to ask staff to gather information from other communities and report back at the December or January meeting. Commissioner LoGuidice seconded. All in favor.

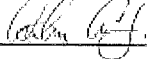
It was suggested that the agenda be minimal so they can spend as much time as possible focusing on the conversations with Mark Dalsing. Commissioner Stewart moved to suspend the rule of the month and voting on the goals until the January meeting.

Commissioner Lee moved to invite the City Manager to attend a commission meeting. Commissioner seconded. All in favor asking

**Adjournment**

Motion to adjourn by Commissioner Beacham, second by Commissioner Helgager. All in favor. The meeting of the Human Rights Commission adjourned at 5:40 p.m.

The next regular meeting is scheduled for Monday, December 9, 2013.

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

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