

**CITY OF DUBUQUE
HUMAN RIGHTS COMMISSION
MEETING MINUTES OF
December 11, 2013**

Commissioner Stewart called a special meeting of the Dubuque Human Rights Commission to order at 3:29 p.m. on Wednesday, December 11, 2013, at the City Hall Annex, 1300 Main Street, Conference Room II, Dubuque, Iowa.

Roll Call:

Present:	Anthony Allen, Chair	Jeff Lenhart
	Andrea Beacham	Tom LoGuidice
	Andrea Helgager	RRS Stewart
	Howard Lee	Miquel Jackson

Absent:

Staff:	Carol Spinoso	Kelly Larson
--------	---------------	--------------

Review and Approve Goals:

Commissioner LoGuidice moved to approve discussion on goals. Commissioner Jackson Seconded.

It was decided to state the goals and have the various subcommittees work on the initiatives for each goal.

Goal #1: Anthony, Andrea B., Andrea H., Miquel, and Jeff
Improve relationships and communication between commissioners to maximize effectiveness and buy-in from the full group.

Goal #2: Andrea B., Andrea H., Howard, and Tom
Implement worthwhile meetings in order to effectively utilize commissioners' time, talents, and passion. Commissioner Helgager volunteered to lead this goal.

Goal #3: Commission as a whole
Research criminal justice procedures as they relate to racial disparities to understand how it impacts opportunities for specific communities (also called profiling)

This goal will be the main focus for the whole commission.

Goal #4: Anthony, Howard, Jeff, and RRS
Continuing education and communication regarding housing

Commissioner Allen felt strongly that the housing goal remains its own goal and not be combined with any other goal.

Goal #5: Anthony, Andrea H., Miquel, Jeff, Tom, and RRS
Participate in the Inclusive Dubuque process.

Commissioner LoGuidice clarified that for goal #5 he had suggested inclusive "community" not "communication."

Kelly stated that she will provide a written Director's reports providing updates on housing/HUD issues and the Inclusive Dubuque initiative.

Commissioner Beacham moved to accept the five goals as stated for the 2014 year. Commissioner LoGuidice seconded. Since his very first motion was never voted on, Commissioner LoGuidice accepted this motion as a replacement for his main motion. Commissioner LoGuidice asked for a reread of goal 4 and 5. After discussion, Commissioner LoGuidice agreed to change goal #5 to read "Participate in the Inclusive Dubuque process." Commissioner Beacham moved to amend her motion to accept the change to goal five and accept the five goals as stated for the 2014 year. Commissioner LuGuidice seconded. All in favor of accepting the goals as amended.

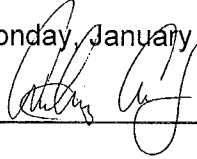
Commissioner Stewart will send out the chart of goals. The subcommittees can begin meeting and change any of the initiatives and set a timeline. Commissioners should review the goals, and confirm subcommittee assignments prior to the next meeting.

Adjournment:

Motion to adjourn by Commissioner Jackson, second by Commissioner Beacham. All in favor. The meeting of the Human Rights Commission adjourned at 4:50 p.m.

The next regular meeting is scheduled for Monday, January 13, 2014.

Minutes approved as submitted: _____



Minutes approved as corrected: _____