

**CITY OF DUBUQUE  
HUMAN RIGHTS COMMISSION  
MEETING MINUTES OF  
October 13, 2014**

Commissioner Jackson called the meeting of the Dubuque Human Rights Commission to order at 4:35 p.m. on Monday, October 13, 2014, at the City Hall Annex, 1300 Main Street, Conference Room II, Dubuque, Iowa.

**Roll Call:**

Present:	Anthony Allen, Chair	Ashley Melchert
	Miquel Jackson	Chris Ostwinkle
	Howard Lee	RRS Stewart
	Jeff Lenhart	Susan Stone

Absent: Tom LoGuidice

Staff:	Kelly Larson	Carol Spinoso
	Manisha Paudel	

**Oath of Office**

The oath of office was administered to Ashley Melchert.

**Approval of Minutes:**

Commissioner Ostwinkle moved to approve the meeting minutes of September 8, 2014 as submitted. Commissioner Allen seconded. All in favor.

**Reports:**

Caseload Report

The September 2014 caseload report was received and filed.

Chairperson's Report

The Black Men Coalition's is meeting tonight to discuss the mentoring program that has begun at Hempstead and Senior. Andre Lessears will be presenting information on My Brother's Keeper.

The NAACP By-Laws have been updated and new NAACP officers have been established and should be in place by November. The NAACP Freedom Fund Banquet is November 15.

Community Police Relations Committee (CPRC) completed a hearing. Training will be offered to committee members October 27.

Several people involved with Inclusive Dubuque traveled to Cedar Rapids to facilitate a two-day long discussion through the Department of Justice's SPIRIT (School Problem Identification and Resolution of Issues Together) process. They assisted Darryck Dean from the Department of Justice with facilitation, and also learned about the process to see feasibility of applying it in the Dubuque community as Inclusive Dubuque's Community Dialogue sessions.

Director's Report:

A written report was submitted.

## **Old Business:**

### Source of Income – Follow-up Information

The media release was sent out on October 6. The forum is scheduled for Thursday, October 16 at 6:30 p.m. at the Library in the Auditorium. Ed Anderson had contacted Kelly for information on Thursday's event. Copies of the various informational documents will be available for those attending that evening.

### ADA Service Animal Species Restrictions (Stewart)

Commissioner Stewart circulated the ADA Proclamation. She asked if there were any questions regarding the article that lays out the species restrictions that are now being implemented in relations to the American with Disabilities Act.

## **New Business:**

### Lunch & Learn

Commissioner Stewart reported that One Iowa has been presenting programs on various topics throughout the State. She asked if the Commission would be interested in co-sponsoring such an event here in Dubuque. It was determined that an evening session would work better to accommodate work schedules. Commissioner Allen moved to contact One Iowa about possibly holding an event here in Dubuque. Commissioner Ostwinkle seconded. All in favor. Commissioner Stewart will follow up with One Iowa.

### AHRC Logo Support for Awareness Walk for Transgender Issues

Manisha Paudel is working with a group of transgender individuals and supporters called Dubuque Transgender, who are organizing an awareness walk. The group received a grant from Sustainable Dubuque for this event. They are requesting that the Human Rights Commission logo be placed on the t-shirts. Commissioner Allen moved to offer support by way of logo for the t-shirt for the awareness walk for transgender issues in Dubuque. Commissioner Stone seconded. All in favor.

### Approve Recommendation of DHRC #4381 to Proceed to Public Hearing

Kelly stated that the case involves racial harassment in employment. The case has been investigated with a finding of probable cause. Conciliation attempts were unsuccessful. Staff is looking for approval and a decision is needed on how that public hearing will be set up. Commissioner Allen moved to approve that DHRC #4381 proceed to a public hearing. Commissioner Stone seconded. All in favor. Discussion ensued as to the process to use. Commissioner Stone moved that the hearing be conducted using two commissioners and an administrative law judge. Commissioner Allen seconded. All in favor. Commissioners Stewart, Lenhart, Melchert and Ostwinkle could be available to sit on that hearing panel.

## **Standing Items:**

### Review and Discuss Goals

#### Goal #1 & 2:

#### Sub. Goal #1: Strengthen DHRC relationships as well as relationships between the community

The Human Rights Commission informational display is currently on display at the Library. It will move to the Multicultural Family Center in November.

#### Sub. Goal #2: Ensure DHRC feel their roles are meaningful & productive by improving effectiveness and quality of meetings.

Commissioner Allen summarized results of the evaluation of last month's meeting:

Goal #3: Discuss Criminal Justice procedures as they relate to racial disparities  
Racial Disparities Forum Planning Subcommittee Update

Chief Dalsing Up-Date

The Chief distributed statistical information on territory alignment and assignment, and reviewed the 2013 Territory Accountability Design Projects and calls for service. He also discussed the new software that they began using in August that has a feature that allows them to better track stop demographics. Demographic data is now available for 2012 and 2013 and will be sent to commissioners.

There currently is no set location for a new Police sub-station but they continue to examine the options on the West End and the Washington Neighborhood.

Statistics from Dubuque Community Schools

Commissioner Stewart provided copies of the School District Facts and Figures brochure from 2010-2011, and a document with data from 2013-2014. She is working with Mike Cyze at the District to see about getting more specific data on students for the last three years.

Goal #4: Education and communication regarding Housing

Information related to the organization list and inquiry letters were provided for new commissioners. The organization list was updated. Commissioner Stone stated that Loras has a Peace and Justice week with many public opportunities. She will speak to those involved to see if they would want to be included on the list.

Goal #5: Participate in Inclusive Dubuque process

Inclusive Dubuque/Community Outreach Format

Informational sheets were provided on Inclusive Dubuque.

DBQ BBQ Subcommittee Update

The event was successful. The subcommittee will be meeting October 17 to approve invoices and work on thank you letters. The group is seeking any suggestions or criticism in regards to improving the event. Survey data has been collected and will be distributed to commissioners.

**Public Input:**

Local landlords were present to voice concerns about the proposed source of income amendment to the Fair Housing Ordinance. Jerry Maro requested clarification as to whether the amendment would mandate that landlords accept Section 8 vouchers. It was explained that this is still part of their discussion, and that they will need to define the definition of source of income. If they would recommend a definition that includes Section 8, then Section 8 would have to be taken. If it was decided that Section 8 was not part of the definition, then the opposite is true, so both are options at this point. Mr. Maro stated that the problem remains with the addition of Section 8 and food vouchers and the inability of the landlord to recover any damages with those types of government assistance. The input gathered at the public forum from citizens and landlords will be important in evaluating which option would work best for the needs of this community.

**Adjournment:**

Motion to adjourn by Commissioner Stewart, second by Commissioner Allen. All in favor. The meeting of the Human Rights Commission adjourned at 6:44 p.m.

Commissioner Lee will lead the next regular meeting scheduled for Monday, November 10, 2014 at 4:30 p.m.

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

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

Handwritten signature of Commissioner Stewart in cursive, written over two horizontal lines.