

**CITY OF DUBUQUE  
HUMAN RIGHTS COMMISSION  
MEETING MINUTES OF  
February 9, 2009**

Commissioner Rubinstein called the meeting of the Dubuque Human Rights Commission to order at 4:23 p.m. on Monday, February 9, 2009, in Conference Room 2 at the City Hall Annex.

**Roll Call:**

Present:	Jim Allan	Marcos Rubinstein
	Char Eddy	Gretel Winterwood
	Terry Driskell	Katrina Wilberding

Absent:	Colin Scott	
	Anthony Allen	Shane Oswald

Staff:	Kelly Larson	Molly Menster
	Carol Spinoso	

**Oath of Office**

Commissioner Rubinstein administered the Oath of Office to Commissioners Driskell and Wilberding.

**Approval of Minutes**

Upon a motion by Commissioner Wilberding and second by Commissioner Winterwood, the minutes of December 8, 2008 were unanimously approved as submitted.

**Caseload Report**

Carol summarized the December Caseload Report. There were forty-two intakes, one new case filed, twelve cases under active investigation, one case in mediation, two cases in administrative review, two cases were closed, and two cases remained in backlog. The case summary details allegations of race discrimination in the area employment.

It was noted that the City's new website allows the public to submit inquiries directly to the Department via the website. Staff will track those inquiries and will be able to generate reports from the system, so the January and future caseload reports will have a different format. Staff is trying to determine the best way to capture all the data currently reported on.

There were thirty-six inquiries in January, two new cases filed, nine cases under active investigation, two cases in mediation, one case in administrative law judge review, three cases in administrative review, two cases were closed, and two cases remain in backlog. The case synopsis details allegations of employment discrimination on the basis of race.

**Director's Report**

Written report submitted.

**One Iowa**

Kelly met with a representative from One Iowa who provided info on their marriage equality efforts. He asked if the Commission would be interested in supporting the One Iowa Marriage Equality Initiative by engaging in various activities. Commissioner Eddy suggested that they view the video at next month's meeting and then discuss options for hosting a community event. Commissioners concurred.

**Civil Rights Bills Before the Iowa Legislature**

Kelly provided two bills, one to repeal the State of Iowa English Only Law, and the other to permit all income-eligible children to receive health care services. She asked that the Commission consider whether or not to support them. She stated that the League of Iowa Civil Rights Agencies will be deciding whether or not they will support these bills as part of this year’s legislative priorities. Kelly will address any questions or concerns at next month’s meeting.

**Review of Goals**

Goal 1: The DHRC will increase its visibility in the community.

Commissioner Rubinstein asked that commissioners think about a topic they would like to write about and discuss at next month’s meeting. Commissioner Wilberding stated that she is working with the Chamber to publish regular ads in their newsletter on Proudly Accessible Dubuque.

Commissioner Wilberding stated that she will be speaking to the Noon Lyons Club next month.

Commissioner Rubinstein reported that he has not been able to attend the Multicultural Family Center meetings because of a conflict with meeting times due to DCAP meetings and now the Citizens Police Academy.

Goal 2: The DHRC will build awareness and understanding of issues related to race, national origin, sexual orientation, disabilities, and housing.

Molly reported that she currently has five presentations scheduled through the speakers’ bureau, and three general human rights presentations scheduled as well. Molly will inform commissioners of any upcoming presentations via email.

Commissioner Eddy reported that the National Origin subcommittee will be meeting at 10:30 a.m. February 12<sup>th</sup> at Keystone.

Goal 3: The DHRC will increase advocacy efforts by commissioners for protected classes and for issues related to fair housing.

Commissioners discussed having the next meeting at Clarke College. Commissioner Eddy moved to hold next month’s meeting at one of the colleges at a convenient time so students can attend. Commissioner Driskell seconded. The time will be determined but the meeting will be held on the second Monday of the month. Roll call:

Jim Allan	Yes	Marcos Rubinstein	Yes
Char Eddy	Yes	Gretel Winterwood	Yes
Terry Driskell	Yes	Katrina Wilberding	Yes

Motion carried. Staff will confirm a location and then notify commissioners.

**Appoint Commissioner to the Dubuque Dispute Resolution Center (DDRC)**

Kelly stated that they will need to appoint a commission representative to replace Vince on the Advisory Board of the DDRC. Commissioner Allan volunteered to serve as the commission’s representative. Commissioner Driskell moved to appoint Commissioner Allan to the DDRC Advisory Board. Commissioner Wilberding seconded. All in favor.

**Adopt Resolution Honoring Cammie Dean**

Commissioner Rubinstein stated that Cammie Dean will be leaving the area, and proposed a resolution acknowledging Cammie as an exemplary citizen of Dubuque. Commissioner Wilberding moved to accept the general wording of the resolution for Cammie. Commissioner Allan seconded. All in favor. The Resolution will be prepared for Shane’s signature.

**New Business**

Kelly provided copies of a comparison chart that Len Sandler prepared for a recent training session on the new ADA amendments. She stated that she is working with Crenna in preparing similar amendments to the ordinance. They will also look at the Fair Pay Act which affects some of the statute of limitations. There will be further review and discussion on the proposed amendments at next month’s meeting.

Kelly announced that the city has hired André Lessears as the new Training and Workforce Development Coordinator. He will start on March 11th.

**Adjournment**

There being no further business to come before the Commission, Commissioner Eddy moved to adjourn the meeting. Commissioner Winterwood seconded. Motion passed by consensus. Meeting was adjourned at 5:55 p.m.

The next regular meeting is March 9, 2009.

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

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