

**DUBUQUE HUMAN RIGHTS COMMISSION  
MEETING MINUTES OF  
August 8, 2016**

Commissioner Allen called the meeting of the Dubuque Human Rights Commission to order at 4:35 p.m. on Monday, August 8, 2016, at the City Hall Annex, 1300 Main Street, Conference Room I, Dubuque, Iowa.

**Roll Call:**

Present:	Anthony Allen, Chair Jeff Lenhart Jay Schiesl	Adrienne Scott Shirley Templeton Vaughn
Absent:	Fred Davis Kathrin Parks	Miquel Jackson, Vice-Chair Sarah Fisher
Staff:	Kelly Larson	Carol Spinoso

Chairperson Allen called to reorder the agenda to allow Stan Rheingans to provide an update on DCSD issues. No objections.

**DCSD Equity Position Update**

Superintendent Stan Rheingans reported that the district is focusing on the process of re-writing their strategic plan. They are currently soliciting community input with the goal of completing the plan by November. He presented information on graduation rates which are at 91%. He reported that Chrissy Johnson has recently left the district, and that Mae Hingten will now be working on equity issues within the district. The District has had a \$5 million reduction in funding which primarily has resulted in staff cuts. He stated that minority teachers make up 2.2% of District staff which has been consistent with past years. He added that there are always challenges with recruitment and retention and benefits packages that are offered. They are always looking at ways to collaborate within the community whether it be the Dream Center, Inclusive Dubuque, the City, or the Black Men's Coalition.

He stated that the federal No Child Left Behind Initiative ended last winter, and that the state is currently writing a plan for the Every Student Succeeds Act. He would be willing to provide an update to commission members when that plan is completed.

**Approval of July 11, 2016 Minutes:**

Commissioner Templeton Vaughn moved to approve the meeting minutes of July 11, 2016 as submitted. Commissioner Scott seconded. All in favor of approving the minutes as submitted.

**Reports:**

Caseload Report

The July 2016 Caseload Report was received and filed.

Chairperson Report

The BMC meets tonight to plan an event they are sponsoring entitled Generation to Generation, where minority youth and minority elders can come together and have open conversations.

Commissioner Allen reported that the NAACP is working on housing and the MLK tribute.

The Dubuque Community-Police Relations Committee (DCPRC) met and are discussing how they can receive more complaints possibly from referrals from NAACP. They are also discussing a possible MOU with the County and DCPRC.

The BBQ in DBQ planning committee continues to meet. The event is scheduled for Saturday, September 24 from 2:00 – 6:00 p.m. at Clarke's Kehl Center. He encouraged commissioner to staff a table as this would be an excellent opportunity to provide some education and outreach to the community.

#### Director's Report

A report will be provided quarterly. Kelly reminded commissioners of the Fair Housing Training which is being offered the end of the month.

#### **Old Business:**

##### Review Liaison List

Commissioner Templeton Vaughn is now the alternate to the DCPRC and also volunteered to meet with the 4 the People group. Commissioner Schiesl volunteered for the Housing Commission and the Dubuque Community School Board. Commissioner Jackson will be the liaison to the NAACP.

#### **New Business:**

##### Community Award

In the past faces & voices presented a CommUNITY Award at the MLK breakfast to either an individual or organization. Commissioner Templeton Vaughn is the liaison to that group, and at the next meeting will inquire as to whether or not that is something they want to reintroduce.

##### Ruling on Judicial Review in DHRC #4416

Kelly reported that the District Court ruling on Judicial Review in DHRC #4416 was denied. The Respondent has the option to file an appeal.

#### **Standing Items: Goals**

**Goal 1:** Research, illuminate and eliminate disparities and increase cultural competencies in education, housing and employment. Initiatives identified.

Initiative 1: Research Every Student Succeeds Act and DCSD promotion and retention policy

Commissioner Schiesl will serve on this committee.

Initiative 2: Evaluate the homeless issues and lack of affordable housing  
Kelly will provide dates for the upcoming Source of Income dialogue sessions.

Initiative 3: Employment – Research opportunities to determine if fair and equitable to the protected classes

Commissioner Allen joined this subcommittee.

**Goal 2:** Continue to improve communication within and among community groups in order to improve human rights initiatives.

Initiative 1: Educate the community on transgender rights and begin with education of the Human Rights Commission

Commissioners Allen and Jackson joined this subcommittee.

Initiative 2: Continue basic human rights education in the community using prepared Presentation

Commissioner Davis was added to this subcommittee. Two action items were added: 1) staff a table at BBQ in DBQ; and 2) Commission social group open houses.

Initiative 3: Support Inclusive Dubuque working groups  
Commissioners Templeton Vaughn and Allen joined this subcommittee.

**Adjournment:**

Motion to adjourn by Commissioner Templeton Vaughn, second by Commissioner Scott. The meeting of the Human Rights Commission adjourned at 6:15 p.m.

The next regular meeting is scheduled for Monday, September 12, 2016 at 4:30 p.m.

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

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