

**DUBUQUE HUMAN RIGHTS COMMISSION  
MEETING MINUTES OF  
March 11, 2019**

Commissioner Allen called the meeting of the Dubuque Human Rights Commission to order at 4:36 p.m. on Monday, March 11, 2019, at the Jule Operations & Training Center, 949 Kerper Blvd., Dubuque, Iowa.

**Roll Call:**

Present:	Anthony Allen, Chair Adrienne Breitfelder Gerald Hammel	Miquel Jackson Erin Muenster Kate Parks Jay Schiesl, Vice Chair
Absent:	Ashley Melchert	Nicole Borovic
Staff:	Kelly Larson	Carol Spinoso

**Approval of Minutes from February 18, 2019**

Motion by Schiesl, second by Hammel to approve the meeting minutes of February 18, 2019. All in favor.

**Reports**

**Caseload Report**

The February 2019 caseload report was received and filed.

**Chairperson's Report**

The MFC Black History Month events on February 26<sup>th</sup> was well attended and had excellent performers.

Attended the BMC opening of the Manhood Project which was very engaging with a young man presenting on a forum he created entitled Heal the Hood. Participants also had the opportunity to tour the John Deere Dubuque Works facilities.

He continues to receive complaints from black males in regards to off duty police officers who approach them using derogatory language. He will meet with a couple of individuals who voiced concerns to get specific details, and then meet with Mark Dalsing to have a conversation.

Working with local coaches to provide baseball opportunities for young men. They will work with the Dream Center and DOME All Sport in planning that program with the hope that it will be self-sustaining.

The Chair voiced concerns about the lack of attendance by Commissioner Melchert, and the lack of progress in action item #2 under the education goal that lists the timeline as July 2019. The Chair is recommending that they proceed with sending a letter to the City Council for replacement. Further discussion will be held at the April meeting.

**Director's Report**

Written reports submitted quarterly.

**Old Business**

**New Business**

**Complete Worksheets for City Council Goal Setting**

Commissioner Schiesl moved and Commissioner Parks seconded to table this item until the April 8, 2019 meeting. All in favor.

**Brief by the League of Iowa Civil and Human Rights Agencies**

Kelly conveyed that the City of Dubuque Human Rights Commission is a member of the League of Iowa Civil and Human Rights Agencies. She stated that she was contacted by the Davenport Director about a case that is on appeal. The district court had decided that a claim that was brought forward that included an age discrimination in education claim, which was covered under the Davenport ordinance but not state law, did not have subject matter jurisdiction. This is a due process concern for states that have coverages beyond what is in the State Code. The League discussed this concern, and they have a group of attorneys within the League that are working on the Amicus Brief. The League will vote Thursday, jurisdiction by jurisdiction, to see if they have a majority of jurisdictions willing to sign on to send the Brief to the court.

Commissioner Jackson moved to delegate the Director to vote in favor of forwarding the Amicus Brief. Commissioner Hammel seconded. All in favor.

**Election of Officers:**

Commissioner Jackson moved to retain current officers – Commissioner Allen as Chair, and Commissioner Schiesl as Vice-Chair. Commissioner Breittfelder seconded. No other nominations. Both Chairperson Allen, and Vice-Chair Schiesl accepted the nomination.

Roll call:

Anthony Allen	Yes	Miquel Jackson	Yes
Adrienne Breittfelder	Yes	Erin Muenster	Yes
Gerald Hammel	Yes	Kate Parks	Absent
		Jay Schiesl	Yes

All in favor.

**Standing Items: Goals**

**Goal #1: Education**

The Chair attended the February 26<sup>th</sup> DCSD equity meeting. They are currently performing policy audits in tiers, beginning with the larger policies.

**Goal #2: Housing**

Alexis Steger, Housing and Community Development Director, and Teresa Bassler, Assisted Housing Supervisor, were present to provide information on the Source of Income Annual Report. Alexis reported that in 2018 the Council received the first annual SOI report, and that the Council expressed a need for additional data.

Following that directive, Housing staff identified eight essential data sets for measuring progress: 1) voucher lease-up rate; 2) assisted units by census tract; 3) location of assisted units versus all licensed units; 4) new affordable units; 5) landlord participation rates; 6) all available vacant units; 7) rent reasonableness; and 8) analysis of essential services.

She stated that the lack of information from landlords is a barrier in understanding the needs of the HCV participants. Staff recommended policy changes that would allow the collection of additional data to help assess housing needs in the community. The Council approved an ordinance requiring property owners or manager to report which rental units accept HCV during the annual rental license process. This will allow the collection of data

for further analysis of the housing needs in the City. Lastly, she stated that they have begun the rebranding process of the HCV program, with a large part of that process focusing on landlord education.

**Goal #3: Employment**

The \$2,500.00 that staff requested through the budget process for the Race Conference has been approved.

Commissioner Breitfelder reported that she had emailed Councilmembers Jones and Rios inquiring about their perspectives on childcare opportunities for the workforce. Councilmember Jones communicated to her that they were in the early stages in looking at this issue and that their big indicator was looking at data to see where there may be gaps in child care accessibility and if that is associated with any particular area in the city.

Kelly added that statewide childcare is an issue and they are trying to get more funding for statewide employment programs. It's been determined here locally that people who come through NICC or the Opportunity Dubuque Programs are finding that childcare is a barrier for those who wish to complete those programs. The City Council has allocated funds for this ongoing problem, and it was announced that GDDC will be piloting a program to provide free childcare for workforce training participants. Commissioner Breitfelder will again reach out to Councilmember Rios again to get his input.

Kelly stated that Ermina is no longer with the City, and that the Circles program has been renamed Gaining Opportunities. Dawn DeMaio and Hollie Ohnesorge, the Family Self-Sufficiency Program staff, are overseeing that program..

**Adjournment:**

Commissioner Breitfelder motioned and Commissioner Schiesl seconded to adjourn. All in favor. The meeting ended at 5:56 p.m. The next regularly scheduled meeting is Monday, April 8, 2019, at the Jule Operations & Training Center, 949 Kerper Blvd.

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

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