

**DUBUQUE HUMAN RIGHTS COMMISSION
MEETING MINUTES OF
December 9, 2019**

Commissioner Schiesl called the meeting of the Dubuque Human Rights Commission to order at 4:34 p.m. on Monday, December 9, 2019, at the Jule Operations & Training Center, 949 Kerper Blvd., Dubuque, Iowa.

Roll Call:

Present:	Adrienne Breitfelder Gerald Hammel Miquel Jackson Jason Keeler	Kathy McCarthy Kate Parks Jay Schiesl, Vice-Chair
Absent:	Anthony Allen, Chair	Erin Muenster
Staff:	Kelly Larson Collins Eboh	Carol Spinoso

Approval of November 18, 2019 Meeting Minutes

Motion by Breitfelder second by Jackson to approve the meeting minutes of November 18, 2019. All in favor of accepting the meeting minutes as submitted.

Reports

Caseload Report

The November 2019 Caseload Report was received and filed.

Director's Report

Kelly introduced Collins Eboh, Organizational Equity Coordinator, to the group.

Old Business

Clarification on DHRC Delegating Authority to Chair as Spokesperson

Kelly spoke with the City Attorney regarding delegating authority to the Chair as spokesperson. She was informed that they cannot delegate authority to one person; therefore, the vote taken at last month's meeting is invalid. There are two options under the Public Meeting Law; 1) they may host a meeting with commissioner participation via telephone; or 2) if there is good cause to issue a meeting notice with less than a 24-hour notice they can do that, but they must document the type of issue and the significance of harm. Once the commission does issue a statement, staff can send the statement out to media sources through Notify Me as long it is clear that is coming from the Commission.

New Business

Standing Items: Goals

Goal #1: Education- Dean Boles

Dean shared comparison reports he prepared using Iowa Department of Education statistics. He had shared these reports with the School Board in August 2019, encouraging board members to publish an Annual Condition of Education Report that shows key outcomes that could be added to the District's strategic plan as a priority initiative. He asked that the Commission also campaign for the School Board to publish this type of report. He feels that the community doesn't have a common understanding of how our schools are changing and students are progressing. He also encourages partnership with the Dubuque School Board, City Council, non-profits, and businesses to host an annual Youth Summit to discuss results of the key outcomes for the children in the community to

see if the programs are effective. The Commission will discuss possible action on this issue at the January 13th meeting.

Goal #2: Housing – Alexis Steger

Alexis shared a draft copy of the Analysis of Impediment to Fair Housing Choice Report(AI). HUD requires communities to update their AI every five years which coincides with the Consolidated Plan. The AI serves as an assessment and planning tool related to fair housing and access to opportunity for residents.

The City contracted with Public Works LLC to review the last report to make sure they've furthered identified goals. Data was collected from a broad range of sources and evaluated. The consultants interviewed city staff and non-governmental stakeholders. They had public community meetings and collected communitywide surveys to gather information around poverty and barriers to housing. Four goals were identified:

Goal 1: Advance equity with fair housing advocacy, education, and enforcement

Goal 2: Increase and promote safe, affordable housing

Goal 3: Implement local government policies that encourage equity and decrease disparate impact

Goal 4: Increase access to opportunity and the building of social capital

Alexis noted that the Human Rights Commission was specifically named in Goal 1, #4, as they recommend conducting an independent review of the Human Rights Commission and support Human Rights Department staff so that they may report on equity metrics, fair housing goals and progress toward them.

In addition to soliciting input from the Human Rights Commission, the AI Report will also be reviewed by the Community Development Advisory Commission, Housing Commission, and lastly the City Council for final adoption.

Alexis stated that the next Source of Income Annual Report is due to the City Council in January 2020.

Goal #3: Employment

Update on Race Conference

Commissioner Jackson reported that the planning committee reviewed participant feedback, and overall the feedback was positive. There were suggestions to make sessions longer, to hold the conference during the work week (not a Saturday), and to hold the public forum event at the same location as the main conference. They discussed seeking a new 501(c)(3) organization to act as the fiscal agent. The Commission will need to decide whether they want to take on the planning or whether community members will continue to plan the conference. This issue will be discussed further at the January meeting.

Adjournment:

Commissioner Jackson motioned and Commissioner Breitfelder seconded to adjourn. All in favor. The meeting ended at 5:50 p.m. The next regularly scheduled meeting is Monday, January 13, 2020, at the Jule Operations & Training Center, 949 Kerper Blvd.

Minutes approved as submitted: _____

Minutes approved as corrected: _____