

**DUBUQUE HUMAN RIGHTS COMMISSION  
MEETING MINUTES OF  
November 9, 2020**

Commissioner Jackson called the virtual meeting of the Dubuque Human Rights Commission to order at 4:30 p.m. on Monday, November 9, 2020.

**Roll Call:**

Present:	Michael Durnin Mallory Gardiner Jerry Hammel	Miquel Jackson Jason Keeler Kathy McCarthy
Absent	Ashley Regan	Anthony Allen
Staff:	Kelly Larson Alexis Steger, Housing and Community Development	Carol Spinoso

**Approval of October 12, 2020 Meeting Minutes**

Motion by Durnin second by Hammel to approve the meeting minutes of October 12, 2020 as submitted. All in favor.

**Reports**

**Caseload Report**

The October 2020 Caseload Report was received and filed.

**Chairperson's Report**

**Director's Report**

**Old Business**

**Discuss additional goals related to recent community momentum on diversity and inclusion initiatives**

This item was tabled from the October 12<sup>th</sup> meeting. Commissioner Jackson will reach out to Adrienne Breitfelder to get clarification on this item.

**Identify non-profits to send DHRC informational letter**

Commissioner Durnin moved to send the letter to all the non-profits listed in the GDDC directory. Seconded by Commissioner Keeler. All in favor.

**New Business**

**Alexis Steger regarding the Fair Housing Plan and process for background checks for Housing Choice Vouchers**

The City of Dubuque has completed a new 5-year Analysis of Impediments to Fair Housing. The Plan identifies barriers that may prevent someone from obtaining the housing they need. Alexis provided the Plan summary of goals and actions to take/barriers to address, and asked commissioners to recommended prioritization of 4 – 5 actions that should be taken in the next year.

The Commission identified five barriers to housing equity that they recommend to the City Council to be prioritized for action over the next year:

- Goal One: Human Rights Commission effectiveness
- Goal Two: Lack of affordable, safe housing
- Goal Three: Arrest records being used as a barrier to landlord acceptance of Housing Choice Vouchers and background check process that is confusing to residents. Durnin felt that since the source of income ordinance was initiated through the DHRC, that that should also be a recommendation. Following discussion, Hammel moved to forward the arrest record barrier on to the City Council as a priority. Keller seconded. All in favor, Durnin opposed. Motion carried.
- Negative community perceptions about poverty that are impacting fair housing and access to opportunity
- Law enforcement actions that disproportionately impact people of color

Commissioner Durnin moved to accept the five identified barriers to the four goals and to recommend they be prioritized in the coming year. Commissioner Keeler seconded. All in favor.

Alexis provided information on the Housing Choice Voucher background check procedures and requested input. Due to significant delays (6 months to 1 year) in receiving requested background checks in Illinois, they are proposing using the background service used for landlord background checks which is provided by the Police Department. This change should allow participants to receive assistance much faster.

**Standing Items: Goals**

Objective 1: Race in the Heartland Conference – Jackson, Allen

Jackson conveyed that they received great feedback on the speakers and topics. Participants were asked whether they preferred a virtual or in-person event for next year. That will be determined.

Objective 2: Education – Durnin, Gardiner

The DCSD Equity Director was not able to attend to provide an update on their strategic plan. Commissioner Durnin will contact Taj to reschedule.

Objective 3: Housing – McCarthy, Keeler, Allen

No update.

Objective 4: Employment – Hammel, Regan

No update.

**Adjournment:**

Hammel motioned, and Keeler seconded to adjourn. All in favor. The meeting ended at 5:32 p.m. The next regularly scheduled meeting is Monday, December 14, 2020.

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