

**DUBUQUE HUMAN RIGHTS COMMISSION
MEETING MINUTES OF
March 8, 2021**

Commissioner Allen called the virtual meeting of the Dubuque Human Rights Commission to order at 4:34 p.m. on Monday, March 8, 2021.

<u>Roll Call:</u>	Anthony Allen	Mallory Gardiner
Present:	Michael Durnin Klanea Evans	Miquel Jackson Kathy McCarthy
Absent	Pamela Birch	Jerry Hammel
Staff:	Kelly Larson	Carol Spinoso

Approval of February 8, 2021 Meeting Minutes

Motion by Durnin second by Gardiner to approve the meeting minutes of February 8, 2021 as submitted. All in favor.

Reports

Caseload Report

The February 2021 Caseload Report was received and filed.

Chairperson's Report

The Chair reported that he continues to be vocal in issues related to discrimination, inclusion, and equity.

Director's Report

Kelly reported that budget hearings are underway. The city has proposed creating an Office of Shared Prosperity and Neighborhood Support. This new department will implement the Poverty Prevention Plan. The recommendation related to the Analysis of Impediments requesting hiring a consultant to assess the effectiveness on the Commission was not approved, so they may need to have a conversation to determine if there are other ways this can be accomplished with no or limited funding.

Old Business

New Business

Discuss Sponsorship of Key City Pride Event

Corey Young and Rio from Key City Pride provided information on the April LGBTQ Conference, and asked for Commission support of the event. Commissioner Jackson expressed interest in attending the Ally Training that is being offered on the first day. Commissioner Allen moved to support the conference by allocating \$150 towards the registration fees for three individuals and one student. Jackson seconded. Allen will reach out to Corey and Rio to determine who will identify attendees and determine how registration will be handled.

Roll call vote:

Anthony Allen	Yes	Mallory Gardiner	Yes
Michael Durnin	Yes	Miquel Jackson	Yes
Klanea Evans		Kathy McCarthy	Yes

Motion carried.

Election of Officers

Durnin nominated Allen as Chair. Due to Commissioner Allen's temporary status with the Commission, and lack of a full commission, it was decided to table elections until the April meeting.

Schedule Annual Goal Setting Session

It was decided to hold goal setting on either April 12 or April 26 at 4:00 p.m. depending on the availability of absent commissioners, and facilitator schedules. There is space at the MFC that would accommodate the group in person with adequate social distancing, and Commissioner McCarthy offered Keystone as a possible space where they could offer a hybrid model.

Possible facilitators choices are Nancy Bradley and Dave Olson, Art Roche, or possibly Brooke Gassman with the school district.

Commissioner Allen will reach out to Hammel to determine his availability and will let staff know. Staff will contact the facilitators to determine availability.

Standing Items: Goals

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

Nothing new to report.

Objective 2: Education – Durnin, Gardiner

Aundrea Kaune from the Educational Justice Group provided information on the group's vision. Membership includes educators and members of the community with the goal of making fair education for students of color. Goals include:

Staffing: Recruit, and retain teachers, paras, counselors, and administrators of color.

Curriculum: Implement anti-racist education and provide a comprehensive Black History course as a requirement.

School Climate & Disciplinary Actions: Overhaul of student disciplinary protocols utilizing restorative justice practices as opposed to suspension or expulsion.

Training: All teachers and staff will participate in professional development in racial bias, culturally responsive teaching, and anti-racist education.

She is uncertain at this point what assistance she can ask of the commission, but one thing that is needed is school data on suspensions and discipline rates which has been difficult to locate. The Chair suggested a liaison be appointed to collaborate with their group.

Objective 3: Housing – McCarthy, Allen

Commissioner Allen shared that the Friends of Fair have issued a report in regard to what is happening in the city as it relates to housing. He will forward the report to staff so that it can be shared with Commissioners.

Objective 4: Employment – Hammel, Birch

No update. Carol will share city job postings with the group so they can forward on to their networks.

Adjournment:

Gardiner motioned, and McCarthy seconded to adjourn. All in favor. The meeting ended at 6:05 p.m. The next regularly scheduled meeting is Monday, April 12, 2021.

Minutes approved as submitted:_____

Minutes approved as corrected:_____