

**DUBUQUE HUMAN RIGHTS COMMISSION  
MEETING MINUTES OF  
September 13, 2021**

Commissioner Gardiner called the meeting of the Dubuque Human Rights Commission to order at 4:32 p.m. on Monday, September 13, 2021, at the Multicultural Family Center, 1157 Central Avenue, Conference Room 2, Dubuque, IA 52001.

**Roll Call:**

Present:	Carla Anderson Michael Durnin Klanea Evans Mallory Gardiner	Miquel Jackson Jake Kurczek Kathy McCarthy
Absent:	Taylor Merfeld	Pamela Birch
Staff:	Kelly Larson	Carol Spinoso

**Approval of August 14, 2021 Meeting Minutes**

Motion by Jackson second by Anderson to approve the meeting minutes of August 9, 2021. All in favor. The minutes were approved as submitted.

**Reports**

**Caseload Reports**

The August 2021 Caseload Report was received and filed.

**Chairperson's Report**

Gardiner reminded commissioners of the upcoming International Day of Peace activities. The theme is Promoting Racial Justice: Dismantling Systemic Racism with keynote speaker Olga Marina Segura, and will be held at Loras on Tuesday, September 21<sup>st</sup> at 7:00 p.m.

**Old Business:**

**New Business:**

**Discuss Making Equity Explicit Focus in Department Name, Positions, Ordinance**

Kelly provided background information on the proposed transition from the Human Rights Department to the Office of Equity and Human Rights that will include the equity focus of the department's work. Currently there is nothing in the ordinance that discusses equity and systemic issues. The ordinance was written in the 60's and focuses mainly on complaints of discrimination and looks at what creates tensions between people and intergroup relations without looking at the larger systemic issues. This proposal focuses on the equity work already being done in the department that is not currently laid out in job descriptions, the title of the department, or the ordinance. Kelly asked for feedback regarding this proposed change prior to her forwarding it on to the City Council in October. Commissioner Durnin moved to support the transition of the Human Rights Department to the Office of Equity and Human Rights along with the corresponding staff position changes. Jackson seconded. Roll call:

Carla Anderson	Yes	Miquel Jackson	Yes
Michael Durnin	Yes	Jake Kurczek	Yes
Klanea Evans	Yes	Kathy McCarthy	Yes
Mallory Gardiner	Yes		

Motion carried. The proposal will be presented to the Council at their October 4, 2021 meeting.

**Standing Items – Goals 2021-2022:**

**Goal:** To build a greater community awareness and connections to advance Human Rights in Dubuque.

- 1. Outreach and Advocacy Efforts** – \*Gardiner, Kurczek, Jackson  
Kurczek created a document that outlines the proposed 2021 legislative actions that affect human rights and inequities in Iowa. The document contains legislator contact information, describes the impact, and provides the current status.
- 2. Inequities in Housing, Homelessness, and Food Access** – \*Anderson, McCarthy, Birch  
Anderson would like to obtain information from local shelters to verify homeless data. It was suggested she contact the Dubuque Homeless Advisory Coalition as they work in the community collecting data on current trends and statistics within the homeless population. Housing staff working in the Gaining Opportunities Program could also provide information on needs. Kelly will share the goals with Housing staff and invite them to a meeting to provide information.

**Criminal Justice** – \*Merkel, Durnin

Durnin is scheduled to meet with Caprice Jones September 14<sup>th</sup>. The SRO group continues to meet monthly. They are analyzing data, reviewing discussion points and the research obtained, and will eventually make a series of recommendations to the DCSD.

Advocacy for victims of sexual assault was suggested as an area to focus on as well. It was suggested to contact the Riverview Center as they may be able to provide information on any gaps in the services they offer, where the city may be able to provide assistance. It was suggested that this focus be part of the education goal. Commissioner Evans is interested in working on this subcommittee.

**Adjournment:**

Jackson motioned and Durnin seconded to adjourn. All in favor. The meeting ended at 5:34 p.m. The next regularly scheduled meeting is Monday, October 11, 2021.

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

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