



EQUITY AND HUMAN RIGHTS COMMISSION REGULAR MEETING MINUTES

May 9, 2022

DATE: Monday, May 9, 2022

TIME: 4:30 PM

LOCATION: Ruby Sutton Building, 1157 Central Avenue, Dubuque, IA 52001

Commissioners Present: Michael Durnin, Jake Kurczek, Klanea Evans, Dereka Williams
Mallory Gardiner, Maitha Jolet (5:30 PM)

Commissioners Absent:

Staff Present: Collins Eboh, Carol Spinoso

Commissioner Gardiner called the meeting of the Dubuque Human Rights Commission to order at 4:49 p.m.

Approval of March 14, 2022, Meeting Minutes

Motion by Durnin, second by Williams to approve the meeting minutes of March 14, 2022 as submitted. All in favor.

Reports

Caseload Report

The March and April 2022 Caseload Reports were received and filed.

Chairperson's Report

Commission Gardiner announced her resignation from the Commission and thanked the group for the opportunity to serve. She will graduate this month and will be relocating out of state.

Interim Director's Report

Collins has invited Shante Weston, Civil Rights Specialist, to the June 13th meeting to provide information on the investigative process.

He reported that they have just completed intercultural competence training for 70 new city employees.

On May 10, 2022, he will be presenting at the ECIA at the Conference of City Clerks to provide information on how to analyze their work through an equity lense to better apply for federal grants.

Old Business:

New Business:

Election of Officers

Kurczek nominated Durnin as Chair. Nominations closed.

Evans moved and Williams seconded to appoint Durnin as Chair. All in favor.

Gardiner nominated Williams as Vice-Chair. Nomination closed.

Kurczek moved, and Evans seconded to appoint Williams as Vice-Chair. All in favor.

Review 2022 Goals:

Commissioners reviewed the Commission's objectives and action items for their 2022-2023 goals as submitted by Rachel Daack.

Objective 1: Evaluate whether complaints have merit, whether appropriate evidence was provided, and participate in hearing as necessary.

Action Items

1. Create a regular calendar for reviewing intake reports
2. Document the commission's understanding of merit and evidence for intakes
3. Prioritize hearings if they arise

Objective 2: Educate the public and promote human rights by creating awareness of the Commission. Focus on reaching out to community members beyond our personal spheres who need equity.

Action Items

1. Collaborate with EHRC to review and revise fact sheet/pamphlets (Add QR code to display)
2. Identify effective placement and display of pamphlets for those with less access to EHRC information
3. Collaborate with EHRC to plan and fund video like the Cedar Rapids video

Object 3: Investigate whether/how the Housing Commission and EHRC are exploring discrimination of protected classes, including those in protected classes that have been charged by the justice system and those with language barriers.

Action Items

1. Study and record experiences of discrimination in housing and housing challenges that result in inequitable housing experiences
2. Share written report with Housing Commission and EHRC and invite to EHRC meeting to discuss reported experiences and to learn about housing efforts to address discrimination
3. Host meeting with Housing Commission and EHRC and invite to EHRC meeting to discuss reported experiences and to learn about housing efforts to address discrimination
4. Propose further action steps for his year or for the next year regarding housing based on knowledge gained

Objective 4: Promote civil and respectful behavior and to eliminate discrimination against protected classes within the SRO.

Action Items:

1. Continue collaboration with EHR Department and the task force focusing on reviewing and revising the SRO program by having commission representative attend task force meetings, report on task force meeting and request guidance from commission on the reports

Objective 5: Study and contemplate ways for the commission to promote the elimination of employment discrimination against those in protected classes with police records.

Action Items:

1. Study/learn about resident's experiences in employment by attending Fountain of Youth public forum
2. Study the ban the box initiatives
3. Determine whether/where/how to hold expungement clinics
4. Propose further action steps for this year or for the next year based on the knowledge gained

Durnin moved to accept the Equity and Human Rights Commission 2022-2023 goals as outlined with the additions and edits that will be presented to us prior to the final authorization on Wednesday. Williams seconded. Roll call:

Durnin	Yes	Jolet	Yes
Evans	Yes	Kurczek	Yes
Gardiner	Yes	Williams	Yes

Motioned carried.

Adjournment:

Jolet motioned and Williams seconded to adjourn. All in favor. The meeting ended at 5:43 p.m. The next regularly scheduled meeting is Monday, June 13, 2022.

Minutes approved as submitted: _____

Minutes approved as corrected: _____