



## **EQUITY AND HUMAN RIGHTS COMMISSION MEETING MINUTES**

**August 8, 2022**

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**DATE:** Monday, August 8, 2022

**TIME:** 4:30 PM

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

Commissioner Durnin called the meeting of the Equity & Human Rights Commission to order at 4:36 p.m.

**Commissioners Present:** Carla Anderson, Janelle Branch, Yindra Dixon, Michael Durnin, Maitha Jolet, Jake Kurczek,

**Commissioners Absent:** Dereka Williams, Klanea Evans, Aaliya Herrion

**Staff Present:** Gisella Aitken-Shadle, Carol Spinoso,

### **Approval of July 11, 2022, Meeting Minutes**

Motion by Anderson, second by Dixon to approve the meeting minutes of July 11, 2022 as submitted. All in favor.

### **Reports**

#### **Caseload Report**

The July 2022 Caseload Reports was received and filed. A question was raised about how it's determined as to which cases are moved up to active investigation as it didn't appear it went by filing date. It was asked whether it was possible to provide more detail on complaints filed in the "other" category, and against other city departments. It was explained that there are confidentiality concerns that need to be considered.

#### **Chairperson's Report**

Durnin asked if it were possible to list any future community events on the city's social media platforms as well as the Equity & Human Rights webpage.

The Chair shared a suggestion about reporting discriminatory concerns that are brought to their attention related to police incidents or any other city departments by sending a "letter of concern" to the department head regarding such complaints. Kurczek suggested a proposed revision to the City's Bias Incident Response Plan, to allow citizens the opportunity to file a Level III incident complaint directly with the Commission.

#### **Director's Report**

Commissioners welcomed Gisella Aitken-Shadle, Chief of Equity & Human Rights, to the commission. Gisella provided a brief bio of her professional experiences.

#### **Old Business:**

**New Business:**

**Discuss partnership with International Day of Peace Festival Committee**

Durnin explained that the event is a two-week festival of community activities, with speakers, learning opportunities, family events, all focused on creating a culture of peace. Annually, the Festival Planning Committee requests organizations to join as a partner. Branch moved to partner with the Day of Peace by adding the commission's name to the list of partners and to publicize the Festival through the department's social media settings. Seconded by Dixon. Roll call:

Anderson	Yes	Durnin	Yes
Branch	Yes	Jolet	Yes
Dixon	Yes	Kurczek	Yes

Motion carried.

It was mentioned that the Iowa City Civil Rights Commission has funding available for partnering organizations to support equity activities. Gisella explained that there have been conversations about the Equity and Human Rights Department being able to financially support racial equity community education initiatives through grant funding. She will obtain more information and report back.

Jolet distributed a flyer for the September 24 Marshallese Cultural (Manit) Day. More details will be provided as the event is finalized. On October 10, 2022, at 3:30 p.m. there is a Peace Party in the Park with the Marshallese community at the Mississippi Plaza by the Port of Dubuque.

**Review 2022 Goals:**

Commissioners reviewed goal objectives and commissioners assigned to the various objectives: Objective 1 - Kurczek, Dixon, and Branch; Objective 2 - Dixon and Branch Objective 3 - Anderson, Dixon, and Jolet; Objective 4 – Durnin and Branch, Objective 5 – Durnin and Anderson. Commissioners were reminding that subcommittee meetings must conform to the public meeting requirements and that public notices of meetings are required to be sent 24-hours in advance of meetings.

**Adjournment:**

Dixon motioned and Anderson seconded to adjourn. All in favor. The meeting ended at 5:43 p.m. The next regularly scheduled meeting is Monday, September 12, 2022.

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

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