

**EQUITY AND HUMAN RIGHTS COMMISSION MEETING MINUTES**  
**February 13, 2024**

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**DATE:** Tuesday, February 13, 2024

**TIME:** 4:30 PM

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

Commissioner Kurczek called the meeting of the Equity & Human Rights Commission to order at 4:37 p.m.

**Commissioners Present:** Michaela Freiburger, David Heiar, Theresa Sampson-Brown, Jake Kurczek, Maitha Jolet and Matthew Zanger

**Commissioners Absent:** Carla Anderson, Enoch Sanchez

**Staff Present:** Ann Marie Jannette

**Reflections:**

David Heiar discussed attending the Fall 2023 summit for Human Rights Commissions in Cedar Falls. Heiar also attended a Cultural Immersion Workshop hosted by the Rotary Club in Dubuque.

Heiar met with Gisella and Crenna to review ordinances from other communities. Waiting on a draft ordinance for review.

Freiburger had conversations with community leaders about an increase in youth bullying. Attended the most recent Cracker Barrel with state legislatures to discuss.

Kurczek is working with students in focus groups to address issues in the community. In March a speaker from one of the largest gang intervention programs will be speaking at Loras College.

**Approval of November 14, 2023, Meeting Minutes**

Heiar would like to amend the November Minutes to remove one of the motions to approve goals. Heiar suggested the goals be included as an attachment with the minutes.

Motion by Heiar to approve as amended, second by Zanger to approve the meeting minutes of November 14, 2023, as amended.

**Reports**

**Caseload Report**

Jannette provided details on report – 1 new complaint logged during the month, 16 under current investigation, 1 in mediation. Jannette provided an example of a case the department is currently addressing. A question was raised about tracking complaints against landlords from housing and police departments. It is unclear how this information would be used. Freiburger questioned if any calls have been received regarding energy companies not being allowed to enter homes for efficiency updates. Jannette indicated that none have been received.

### **Chairperson's Report**

None

### **Director's Report**

Jannette attended the Point Neighborhood Association meeting. Provided an explanation of the department and how to file a complaint. Jannette mentioned she attended the Cedar Falls diversity event and the Rotary Club events mentioned during reflections. The upcoming Diversity Summit is being held by the Chamber in Dubuque. Jannette provided a Diversity calendar with events going on locally. Jannette also provided the Monthly Diversity in Dubuque Newsletter that she created. Jannette also provided information about Culture Creators, where a topic is discussed on the all-staff City of Dubuque employee call each month. The topic for January was White privilege.

Commissioner Heiar asked for additional information to be provided at the next Commission meeting on what is being presented at the City Council Budget Meeting in March.

### **Old Business:**

- Goals Implementation

### **New Business:**

- Commissioners suggested that for the next meeting, each bring a list of organizations to partner with.
- Oath of Office for Theresa Sampson-Brown
- Attendance Policy Requirements, Jannette will include an absentee report each month.
- Participation of commissioners in other commission meetings
- Draft response to Iowa Boards and Commissions (B&C) Review Committee

Freiburger motioned to approve the response to B&C Review Committee. Jolet seconded the motion. All in favor. 6 – 0

- Proposal to have a committee to monitor current legislature, committee determines if a special meeting needs to be called.
- Request to remove reflections and add Goals Implementation Progress Update to standing items.
- Better Together from the Community Foundation of Greater Dubuque.

### **Public Input:**

None

### **Adjournment:**

Zanger motioned and Freiburger seconded to adjourn. All in favor. The meeting ended at 5:53 p.m. The next regularly scheduled meeting is Tuesday, March 12, 2024.

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

Minutes approved as corrected: Ann Marie Jannette