

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

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**DATE:** Tuesday, August 13, 2024

**TIME:** 4:30 PM

**LOCATION:** Multicultural Family Center, 1157 Central Avenue, Dubuque, IA 52001

The meeting was called to order at approximately 4:30 pm.

**Commissioners Present:** Jake Kurczek, Dave Heiar, Matthew Zanger, Nikkole Nutter, Rick Baumhover, Maita Jolet (virtual)

**Commissioners Absent:** Michaela Freiburger, Enoch Sanchez, Theresa Sampson-Brown

**Staff Present:** Gisella Aiken Shadle; Chief of Equity and Human Rights

**Approval of Meeting Minutes**

Chairperson Kurczek motioned, Heiar seconded, to approve the minutes from the July 9, 2024.

**Public Input**

No members of the public were present to provide input.

**Reports**

**Caseload Report**

The Equity & Human Rights Commission's July 2024 report indicates one new complaint logged during the month, with 14 active investigations ongoing. The fiscal year 2025 has seen three cases closed so far, matching the total number of cases for the year. In the previous fiscal year (FY24), 11 complaints were officially filed, with two withdrawn, two mediated, and seven still open. An example case from July 2024 involved allegations of workplace harassment and discrimination based on race and sexual orientation at a local restaurant, resulting in the complainant's termination. The report highlights the distinction between initial inquiries and officially filed complaints, noting that many initial contacts do not result in formal discrimination cases due to various factors.

**Chairperson's Report**

Chairperson Kurczek has been researching other commission in Iowa and how they operate. Commissions are largely inactive across the state and/or information is difficult to find. Davenport has a very active commission with many cases each year.

**Director's Report**

Reviewed the FY 2024 Awardees for the Equitable Community Grant – Red Basket Project and Hills and Dales. Grants were given for \$5,000 to each awardee. Considering changing the amount for next year.

Staffing continues to be on hold until it is determined what the community will need for the role within the department.

**Old Business:**

None.

**New Business:**

- o Report on FY24 Equitable Community Grant applicants  
10 applicants, two chosen for \$5,000 each
- o Subcommittees / Ordinance update  
No new information, an update will be provided in the September meeting.
- o Planning update for a community event/speaker for the Fall
- o Commissioner participation in public outreach events  
Past Events – Back to School Bash, National Night Out, DBQFest  
Upcoming Events – Latinx Fiesta
- o September conference for League of Iowa Civil and Human Rights Agencies Conference  
in Davenport. Invitation for commissioners to attend.
- o Requesting a resignation from Enoch due to attendance issues.

**Reflections and Updates**

The commission would like to have the Community Impact Director at a future meeting. The commission would like further direction on the ordinance from City Attorney and/or City Manager.

**Adjournment:**

Motion to adjourn at approximately by Kurczek, seconded by Baumhover. All in favor. The meeting ended at 5:57 p.m.

The next regularly scheduled meeting is scheduled for Tuesday, September 10 at 4:30 p.m., at the Multicultural Family Center.

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

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