



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

**September 10, 2024**

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**DATE:** Tuesday, September 10, 2024

**TIME:** 4:30 PM

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

The meeting was called to order at 4:31 pm.

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

**Commissioners Absent:** Matthew Zanger, Enoch Sanchez, Theresa Sampson-Brown

**Staff Present:** Gisella Aitken-Shadle, Ann Marie Jannette, Crenna Brumwell (virtual)

### **Approval of Meeting Minutes**

Heiar motioned, Baumhover seconded, to approve the minutes as corrected from the August 13, 2024. All in favor.

### **Public Input**

No members of the public were present to provide input.

### **Reports**

#### **Caseload Report**

The Equity & Human Rights Commission's August 2024 report indicates two new complaints were logged during the month, with 18 active investigations ongoing. The fiscal year 2025 has seen three cases closed so far. An example case from August 2024 involved allegations of discrimination leading to harassment and denied accommodation based on race and age at a local higher education institution.

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

There are three upcoming outreach events: Senior Expo, LatinX Fiesta, and Kids Expo. Baumhover offered to volunteer for the Senior Expo and Nutter volunteered for the LatinX Fiesta, and the Kids Expo. FY26 budget planning is underway. Reminder that if any commissioners would like to attend the upcoming League of Iowa Civil and Human Rights Agencies conference in Davenport on 9/24-9/25 they should contact Jannette by the end of this week.

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

No report.

#### **Old Business:**

A red-lined updated ordinance was provided by Brumwell. Subcommittee members Heiar and Sampson-Brown will meet to discuss the proposed changes.

Motion to send a recommendation to City Council to remove Sanchez from the commission due to lack of attendance. Sanchez has not attended the last eight meetings. Motioned by Freiburger, seconded by Heiar. All in favor. Kurczek to draft a letter and forward to Aitken-Shadle to put before City Council.

**New Business:**

Discussions about next steps to be taken towards planning a commission event. Agreed that it will not take place this Fall, rather next spring or summer as long as the funds are spent by June 30, 2026. Jannette provided a FY25 budget of \$6,000 and informed that they will not be carrying forward any budget money from the FY24 budget.

Kurczek to put together a poll for commissioners to list what they think the greatest need in Dubuque is, who the audience should be, what are the goals of the event, what is the timing, where is the location, and what the budget should be. The poll would also ask commissioners what their skills and passions are and how they can best contribute to the planning of the event. A subcommittee was formed and comprised of Heiar, Freiburger, and Baumhover.

**Reflections and Updates**

Heiar attended a Better Together event recently that was intended to introduce international students from all area colleges and provide any assistance they might need. The event was successful. They are trying to recruit medical interpreters, primarily in Spanish and Marshallese, and have grants for 20 interpreters in each language. Training for interpreters begins in October.

**Adjournment:**

Motion to adjourn by Jolet, seconded by Heiar. All in favor. The meeting ended at 5:32 p.m.

The next regularly scheduled meeting is scheduled for Tuesday, October 8, at 4:30 p.m., at the Multicultural Family Center.

Minutes approved as submitted: Willa M. Nettie-Shadle

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