



EQUITY AND HUMAN RIGHTS COMMISSION MEETING MINUTES

January 14, 2025

DATE: Tuesday, January 14, 2025

TIME: 4:30 PM

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

The meeting was called to order at 4:32 pm.

Commissioners Present: Jake Kurczek, Michaela Freiburger, Dave Heiar, Rick Baumhover, Nikkole Nutter (virtual), DeLano Cain-Watson

Commissioners Absent: Matthew Zanger, Maita Joliet

Staff Present: Gisella Aiken Shadle, Chief of Equity and Human Rights; Ann Marie Jannette, Equity and Human Rights Specialist

Approval of Meeting Minutes

Motion to approve the minutes from the December 17, 2024, meeting by Freiburger, seconded by Heiar. All in favor.

Public Input

No members of the public attended.

Reports

Caseload Report

- Complaints filed – number of complaints that were signed during the month
 - December amount: 0
- Active investigations – investigations that are currently active but in various stages (active, administrative review, initiated, on hold, etc.)
 - December amount: 17
- Incidents in mediation – complaints currently in mediation
 - December amount: 1
- Incidents in full hearing – complaints in full hearing process
 - December amount: 0
- Inquiries – calls/inquiries that don't result in an official complaint being filed (including outreach events)
 - December amount: 8
- Complaints closed during the month – signed complaints that were closed during the month (doesn't include inquiries or complaints that were never filed)
 - December amount: 0
- Total inquiries and complaints FY25 – signed complaints filed in FY25
 - December amount: 31

There were no complaints filed in November, so no example was provided.

Director's Report

Aitken-Shadle introduced herself and gave a brief explanation of the department for DeLano Cain-Watson. She reported that there is one opening in the department and she was just waiting on approval from the City Manager before posting it.

Chairperson's Report

There were three applicants for the two commissioner positions, however we still need to fill Theresa Sampson-Brown's position.

Old Business:

Heiar requested a meeting with Aitken-Shadle to review and update the commission manual/binder.

There has been no movement on planning the event, however the subcommittee to do this scheduled a meeting for January 20 at 1 PM. Subcommittee members include Heiar, Baumhover, and Freiburger.

Update on the DCPRC was provided by Baumhover. RRS Stewart was elected as Chairperson, and Miguel Jackson was elected as Vice Chairperson. Baumhover to provide another update in March.

New Business:

Cain-Watson was sworn in as a commissioner.

Kurczek to send a list of organizations to the commission members for them to select which organization they will partner with. Heiar requested a meeting be set up with Antonio Mouzon, LaMetra Murdoch, and Anderson Sanci to learn how the commission can assist them. Freiburger requested information on all of the applicants for the grant.

A discussion was held regarding upcoming legislation surrounding immigrants.

Reflections and Updates

Heiar offered an upcoming event, an art auction to benefit the Nathaniel Morgan memorial on March 15. He also mentioned that Voices Studio is looking for Black artists to display in August and September.

Cain-Watson introduced himself.

Adjournment:

Motion to adjourn by Freiburger, seconded by Heiar. All in favor. The meeting ended at 5:43 p.m.

The next regularly scheduled meeting is scheduled for Tuesday, February 11, 2025, at 4:30 p.m., at the Multicultural Family Center.

Minutes approved as submitted: *Michelle M. Nettles-Studle*

Minutes approved as corrected: _____