

**EQUITY AND HUMAN RIGHTS COMMISSION EVENT SUBCOMMITTEE MEETING  
MINUTES**

**January 20, 2025**

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**DATE:** Monday, January 20, 2025

**TIME:** 1:00 PM

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

The meeting was called to order at 1:00 PM.

**Commissioners Present:** Michaela Freiburger, Dave Heiar,

**Commissioners Absent:** Jake Kurczek, Matthew Zanger, Rick Baumhover, Maita Joliet  
Nikkole Nutter

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

**New Business:**

Discussed the amount of \$5,000 in the budget and terms of the line item to be spent. It was agreed upon presenting to the commission the following:

- a. Not using the funding to pay for a presenter. This seemed to be another event to get people to and with the incoming administration's response to DEIB work, unsure if this would bring the right partners to the table.
- b. Discussed the importance of Storytelling and gathering stories. Building relationships with communities who are currently being served by the commission is essential.
- c. Discussed the importance of having a person who is trained as facilitator for gathering the stories we need is important to building relationships. Discussed the importance of breaking bread with our neighbors and feeding our community. The goal is to use the facilitator at a targeted event to increase our capacity to gather stories and have the community feel comfortable speaking.
- d. Discussed the importance of having booths at community events, and being present at these events. Questioned how to bolster the intention of the booth by having a game to attract community members and having a memorable take away item. The intention was to start being community facing and increase connectivity back. Thus increasing our public facing image and updating our materials to reflect a different message due to the incoming administration changes.

**Adjournment:**

The meeting ended at 3:04 PM

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

Minutes approved as corrected: Ms. Dr. Nicky-Shedle \_\_\_\_\_