



EQUITY AND HUMAN RIGHTS COMMISSION MEETING MINUTES

May 13, 2025

DATE: Tuesday, May 13, 2025

TIME: 4:30 PM

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

The meeting was called to order at 4:35 pm.

Commissioners Present: Jake Kurczek, Matthew Zanger, Michaela Freiburger, Dave Heiar, Rick Baumhover, DeLano Cain Watson, Traci Phillipson, Luzelena Bravo

Commissioners Absent: Nikki Nutter

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

New commissioner Luzelena Bravo was sworn in.

Approval of Meeting Minutes

Motion to approve the minutes as corrected from the April 8, 2025, meeting by Watson, seconded by Freiburger. All in favor.

Public Input

No members of the public were in attendance.

Reports

Caseload Report

- Complaints filed – number of complaints that were signed during the month
 - April amount: 0
- Active investigations – investigations that are currently active but in various stages (active, administrative review, initiated, on hold, etc.)
 - April amount: 13
- Incidents in mediation – complaints currently in mediation
 - April amount: 2
- Incidents in full hearing – complaints in full hearing process
 - April amount: 0
- Inquiries – calls/inquiries that don't result in an official complaint being filed (including outreach events)
 - April amount: 11
- Complaints closed during the month – signed complaints that were closed during the month (doesn't include inquiries or complaints that were never filed)
 - April amount: 0

- Total inquiries and complaints FY25 – signed complaints filed in FY25
 - April amount: 162

Example of EHR complaint received in April 2025:

No complaints were filed in April.

Director's Report

Aitken-Shadle reported staff plus Baumhover had attended and had a table at the Myson Easter Egg Hunt. They also attended the event put on by grant recipient Afriwell Hub. Conversations are pending on the continuation of the Dubuque Community Police Relations Committee (DCPRC) in light of the recent passage of bills at the state level limiting police committees. People wanting to make complaints against the police should direct them to the Dubuque police directly or the Iowa Office of Civil Rights (IOCR).

The Equity & Human Rights Department (EHR) gave a presentation on implicit bias to the local realtor's association. During the presentation they played a game developed by the department called Neighbor-Opoly. Bravo to offer the game to her professor and/or different school groups at Loras College.

The EHR department is doing goal setting for FY26. The commission is also responsible for goal setting. A subcommittee was formed for this purpose which includes Heiar, Bravo, Zanger, and Phillipson. The subcommittee meeting will take place May 27 at 4:00 PM at the MFC.

Chairperson's Report

Chairperson Kurczek reported that he has been looking at other human rights departments across the state, but many don't have agendas posted for their commissions. Some commissions were noted as providing awards or grants to residents. Iowa City wrote a commission letter regarding Trans laws at the state level.

Old Business:

There is no update on the planning of a commission event. Jannette reminded that all checks for an event must be cut no later than June 15 and that no funds will be available in FY26 which starts July 1, 2025.

New Business:

Aitken-Shadle reported that the HF856 bill has passed at the state level. This bill prohibits diversity, equity, and inclusion activities at the state, county and city levels. It is waiting to be signed by Govenor Reynolds. Aitken-Shadle inquired whether the commission wanted to continue to meet throughout the summer months. There was general consent throughout the commission that they would continue to meet.

Reflections and Updates

Heiar reported that the Afriwell Hub event was very well done. Baumhover reported that he is on the DBQ Pride committee and that in case of rain the event will be held at Five Flags.

Adjournment:

Motion to adjourn by Watson, seconded by Heiar. All in favor. The meeting ended at 5:39 p.m.

The next regularly scheduled meeting is scheduled for Tuesday, June 10, 2025, at 4:30 p.m., at the Multicultural Family Center.

Mallie M. Miller-Shadie

Minutes approved as submitted: _____

Minutes approved as corrected: _____