



**EQUITY AND HUMAN RIGHTS COMMISSION GOALS SUBCOMMITTEE MEETING
MINUTES
May 27, 2025**

DATE: Tuesday, May 27, 2025

TIME: 4:00 PM

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

The meeting was called to order at 4:02 pm.

Commissioners Present: Matthew Zanger, Dave Heiar, DeLano Cain Watson, Traci Phillipson, Luzelena Bravo

Staff Present: Ann Marie Jannette, Equity and Human Rights Specialist

New Business:

The subcommittee discussed the Strengths, Weaknesses, Opportunities, and Threats (SWOT) Analysis and made the following changes:

- The addition of the “ages” to the strengths section in regard to the diverse commissioners.
- Added to the weaknesses section: difficult recruiting and maintaining a diverse pool of commissioners; visibility of the commission; and unclear ordinance to follow due to recent changes in state and federal laws.
- Added to the opportunities section: partnerships with organizations that share goals to promote and engage in community development.
- Changed in the threats section: unsure of our role in the actions that we can take according to new state and federal laws; and removed the wording “rooted in white supremacy” from one of the threats.

The subcommittee also discussed department goals and made the following changes:

- Changed language in goal number two to match the SWOT analysis: Partner with organizations that share goals to promote and engage in community development.
- Removed goal three in regard to supporting Breaking Bread and Building Bridges program.
- Changed goal four from creating an enhanced social media presence to work on enhancing the visibility of the commission.
- Removed the wording “equity challenge” from goal 5B

Adjournment:

Motion to adjourn by Heiar, seconded by Watson. All in favor. The meeting ended at 5:12 p.m.

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

Willa M. Nutter-Shuttle

Minutes approved as submitted: _____

Minutes approved as corrected: _____