Minutes of the Des Moines Civil & Human Rights Commission Meeting January 10, 2019, 4:30 PM at Municipal Services Center, 1551 E. Martin Luther King Pkway, Des Moines, IA 50315.

Commissioners present: Kameron Middlebrooks, Emily Shields, Rachelle Hunt Russian, Claudia Schabel, Daniel Garza, Izaah Knox
Commissioners absent: Veronica Ouya
QUORUM PRESENT
Staff present: Doug Philiph, Monserrat Iñiguez, Manisha Paudel
Visitors present:

Middlebrooks called the meeting to order at 4:37 pm. Schabel took roll.

Approval of Minutes –

Committee Reports –

Officers Report: Shields updated that the retreat had the Commission still working on the vision, mission, and belief, and were in the process of defining roles and duties of the commissioners. Bridging the Gap recommendations were also part of the discussion.

Internal Committee Report: Shields reported that there had been one meeting, where they discussed the Bridging the Gap report and what role the internal committee can serve to work with city council. Middlebrooks asked about the role descriptions for the committee. Schabel stated that they have been drafted but still need some work. Russian asked if there were a description prior to the most recent draft description. Shields stated that there was but it was not a deep or detailed description. Middlebrooks clarified that changes in the description need to be voted on, and recommended vote take place in March.

External Committee Report: Schabel stated that she met with Paudel, Barr, and Garza to discuss the work the subcommittees have done and continuing the work from the past year. RIAS will reconvene to recruit for the coming year’s work. Paudel will forward the invite for the coming meeting taking place on January 24.

Director’s Report: None

Equity Report: Paudel reported that she is working with the Fire Department’s recruitment efforts, including new photos for the department’s materials. She is also working with The Des Moines

Human Rights Commission Webpage:
humanrightsDSM.org

APPROVED
Botanical Garden to provide free admission to SNAP recipients, capping admission to 4 per family. She is helping with the marketing materials. The city’s first internal equity team meeting will meet on January 18, and all departments are represented.

**OLD BUSINESS**

**Symposium:** Paudel reported that the Symposium is live, with Richard Edmond-Vargas as the keynote speaker. The United Way Re-Entry Taskforce is supporting with a Poverty Simulation kickoff event the Monday before the Symposium. The Endnote speaker is Mike Draper, owner and founder of Raygun. Outreach is working on getting free transportation to the Symposium from DART. The Awards subcommittee received a record number of nominations, and those will be selected today. Finance is seeking funds to sponsor CORE student attendees, and Program is finalizing speakers.

**NEW BUSINESS**

**Human Rights Awards Voting**

**Fort Des Moines Human Rights Award:** Schabel requested a roll-call vote. Knox moved to award RunDSM. Russian- RunDSM, Garza- RunDSM, Shields- RunDSM, Middlebrooks-RunDSM, Schabel- ArtForce Iowa. **Pass 5-1.**

**Porter S. Dimery Youth Human Rights Award:** Middlebrooks recommended Claudia Mejia. Garza moved to award Clarissa Mejia. Shields seconded. **Pass 6-0.**

**Donna Russell Red Wing Human Rights Award:** Knox moved to have a roll-call vote. Shields seconded. Pass. Knox- Wasan Waham, Garza- Wasan Waham, Shields- Wasan Waham, Russian- Wasan Waham, Middlebrooks- Wasan Waham, Schabel- Isabel Conn. **Pass 5-1.**

**Lifetime Achievement Award:** Shields asked if this was going to be an annual award with nominations coming from the Commissioners, or if it would be awarded when see fit. Schabel asked if any award criteria existed. Shields stated no. Russian asked if any commissioners brought forth a nominee. Garza suggested Sheriff Bill McCarthy, as he retired in December 2018. He also suggested Catholic Charities for the work they do in the immigrant and refugee communities. Shields added that there was also discussion with the internal committee on whether and Unsung Hero Award should be added. Discussion arose on table the selection of a recipient for this award, as the inaugural one was given to Donna Red Wing due to the special circumstances of the time. Garza moved to table the discussion until the criteria has been set. Schabel seconded. **Pass.**

Paudel recommended the Commission send a letter of recognition to the other nominees of the awards. Garza moved to send a letter. Russian seconded. **Pass.**

**Bridging the Gap Recommendations:** Paudel gave an overview of the reason for a short report, and incorporated the recommendations that came out of LGBTAC into the report. Knox asked how many participants were in the dialogues, discounting duplicate attendees. Shields stated that once the recommendations were finalized, they should then meet with city council to prepare prior to the joint meeting on February 20. Shields recommended the Commission focus on the top 3 recommendations to focus on for the presentation. Russian asked that the top 3 recommendations
that were across all three committees (RIAS, LGBTAC, and Safety & Justice dialogues) be the focus of the joint meeting. Russian had concerns on ensuring that all the messaging between the Commissioners and their Council representative was consistent. Shields requested creating talking point. Paudel stated she would do the research for best practices to create talking points.

**Activities:** Knox reported that Urban Dreams Scholarship Basketball game was taking place at North High against De la Salle. Two $500 scholarships will be awarded. Garza will be attending the LULAC banquet and ISU will host Vicente Fox. Shields reported that she attended the LSOI workshop hosted by Len Sadler, and will attend the City Finance 101 and public city budget meeting on January 15. Middlebrooks was recently elected the President of the NAACP, and will attend the 4 pm MLK celebration, as well as the YMCA Prayer Breakfast at Drake. Schabel will also be attending the prayer breakfast at Drake. Russian will also attend the prayer breakfast, meet with the Status of African Americans on the 19th, and attend the Cuban Dance troupe on February 19.

**Public Comment:** None.

**Adjourn:** Meeting adjourned at 6:24 pm.