

MINUTES
HUMAN RELATIONS COMMISSION
October 26, 2017

This regular meeting of the Ames Human Relations Commission was called to order by Chair John Klaus at 5:30 p.m. in Conference Room 235 of City Hall. Commissioners Heidi Thompson, Amy Harris-Tehan, and Anneke Mundel were present. Joel Hochstein was not present. Staff member Brian Phillips was also present.

PUBLIC FORUM – There was no one present to speak at public forum.

APPROVAL OF MINUTES FROM SEPTEMBER 28, 2017 – Moved by Anneke, seconded by Amy to approve the minutes from September 28. Motion carried unanimously.

AHRC STRATEGIC PLAN – The Commission reviewed the components of the draft strategic plan they had prepared. Heidi had changes to the version that had been passed around to the Commissioners. Amy suggested having a combined goal of Public Awareness and Education. Amy suggested going back to the original documents that formed the consolidated Strategic Plan, combining them, and identifying the gaps to address. The Commission discussed consolidating the updates and discussing at the next meeting to approve the final version.

FALL EDUCATIONAL SEMINAR – Heidi noted she had emailed CySHRM, but had not heard back. She will be persistent about trying to connect with them. Amy noted that she had been in contact with a professor at Drake who put on a seminar about how to communicate with others who are different from you. John cautioned that this topic may stray too far from the Commission's mission.

DISCUSSION OF AHRC BROCHURE – Amy offered to collect corrections to the brochure, then send it back Brian to have it placed on the next agenda for approval.

RESPONSE PROTOCOL FOR BIAS INCIDENTS – John noted there had been incidents involving the high school. John stated that if it was decided by the police that this was not a crime, the Commission should get involved to state that a crime had occurred. Anneke wondered if the response to this kind of incident was something the Commission should hammer out. Amy indicated it was difficult to try to develop a standard response to these incidents. John offered that the Commission could decide to act if it isn't being addressed by the community. Anneke noted that was ambiguous; how could the Commission decide that it was a sufficient response.

John distinguished between the expression of civil liberties and the infringement on civil rights. Heidi stated that one criteria needs to be that it involves a civil rights issue. The second question was whether someone else was stepping in to speak out or act in response to the issue. An additional question was how long was too long to wait.

The Commission discussed how many members would need to ask for a meeting for a special meeting to be called. John proposed that if three Commissioners email Brian and ask for a special meeting, one would be convened. It was discussed that the individual proposing a meeting would state the proposed agenda item and also list times they are available. Others responding would also send times they are available. The goal would be to hold a meeting within

48 hours if one is proposed. It was moved by Anneke, seconded by Heidi, to adopt the protocol for bias incidents as discussed. Motion carried unanimously.

Heidi asked if there was further to discuss related to the most recent incident. John noted Joel had sent a draft response. Anneke liked the idea of a town hall meeting proposed by Joel. Anneke suggested sending an open letter to the school district. John expanded on that by suggesting an invitation for the district and City Council to join the Commission in discussion. John asked if Anneke would draft something for the Commission to review at the November meeting. It was moved by John, seconded by Amy, that Anneke reach out to Joel and work with him to develop an open letter inviting the City Council, School Board, and the public generally, to engage in a discussion. Motion carried unanimously.

HUMANITARIAN AWARD APPLICATION AND MLK CELEBRATION PLANNING – John noted he is on the planning committee for the MLK Celebration. He noted the Commission generally buys the cake. Amy proposed that the announcement should be shared to Ames People. Heidi suggested sending the form to the NAACP. John suggested making the application shorter. Amy suggested eliminating question 1. It was discussed to consolidate questions 1 and 2, and to include the nominee's mailing address. Amy moved, Heidi seconded, that the discussed changes be made to the Humanitarian Award application.

It was moved by Amy, seconded by Heidi, to authorize that John order the cake and medal for the MLK Celebration. Motion carried unanimously.

COMMISSIONER COMMENTS – Amy noted she is attending the symposium tomorrow. There are four sessions; she asked for suggestions from the Commission as to what to attend. Amy will report back in November as to what she learned at the symposium.

Heidi raised the history of ICRC complaints in Ames. Anneke asked that the MEI Scorecard be placed on the next agenda for discussion.

NEXT MEETING: NOVEMBER 16, 2017

The meeting adjourned at 6:49 p.m.