

MINUTES
HUMAN RELATIONS COMMISSION
September 28, 2017

This regular meeting of the Ames Human Relations Commission was called to order by Chair John Klaus at 5:32 p.m. in Conference Room 235 of City Hall. Commissioners Heidi Thompson, Joel Hochstein, and Anneke Mundel were present. Amy Harris-Tehan 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 AUGUST 24, 2017 – Moved by Anneke, seconded by Heidi to approve the minutes from August 24. Motion carried unanimously.

INCLUSIVE AMES SUBCOMMITTEE – It was moved by Joel, seconded by Heidi, to dissolve the Inclusive Ames Subcommittee. Joel noted it has been on the agenda many months, and the subcommittee has only met once. John said it sounded reasonable. Joel noted it doesn't prevent the Commission from talking about things related to it.

Motion carried unanimously.

TRANSLATION OF CITY DOCUMENTS AND SERVICES – Heidi noted this would be added into the Strategic Plan. Anneke noted that she contacted Kristin Johnson at the Iowa Civil Rights Commission to ask if the complaint form was available in other languages. She responded that it was, but it was limited. There was limited ability to translate complaints provided in other languages, so submissions needed to be in English. The Iowa Civil Rights Commission brochures were available in other languages.

John noted Anneke had addressed this as part of her proposal for the Strategic Plan.

AHRC STRATEGIC PLAN – John stated he was impressed with what had been submitted thus far. He asked for comments from the other Commissioners. John mentioned Strategic Goal A, which is to be a Watchdog. In his mind, the Commission was looking for events where rhetoric or symbols were being used that were of concern. John noted that although other goals used the performance measures, he didn't know how to use them.

Anneke liked the boxes as a way to mark off as things are accomplished.

Heidi noted she had also contacted Kristin Johnson from ICRC regarding how frequently the Commission could get data. She reviewed the remaining objectives. She proposed that the Commission connect with Cyclone SHRM to identify their concerns and understanding of workplace discrimination issues.

Anneke reviewed the Effective Communication goal. This included having media releases regarding educational information. She proposed having a protocol for responding to incidents of bias. John said he felt that response to these incidents was part of the watchdog barking. Anneke suggested that this item should be addressed quickly. John expressed that every meeting should have an agenda item of something from the Strategic Plan that could be accomplished.

Anneke proposed maintaining a presence at events and working with other organizations to co-sponsor events. Joel suggested having a presence at the NAACP banquet. Heidi suggested connecting with NAMI. Anneke proposed reviewing website and document information for accessibility. Joel proposed providing information on the website explaining how to access the interpretive services that exist for conducting business with the City.

Joel reviewed the goal regarding Management Excellence. He proposed posting all of the strategic goals on the agenda and organizing Commission business under each goal. He also proposed reporting how Commission funds were spent on the annual report and how the funds were used to advance the goals.

John asked what the next steps are. Heidi and Anneke will make edits to their sections. Heidi will email Amy tonight to discuss next steps. The document will be consolidated together. It was moved by Anneke, seconded by Joel, to continue discussion of the Strategic Plan at the next meeting, with a goal of finalizing it at that meeting. Motion carried unanimously.

ANNUAL IOWA CIVIL RIGHTS SYMPOSIUM – Joel, Heidi, and Anneke expressed interest. Brian asked the commissioners to notify him or Stacy as soon as possible to get signed up.

COMMISSIONER COMMENTS – Heidi mentioned that this is usually the time around which the Commission is preparing a fall educational seminar. She offered to make some contacts to plan a program.

John asked if any Commissioners had comments from the Peace Walk. Anneke counted 32 people at the Commission's table. John felt like it was a long time to devote to connecting to 32 people.

Joel proposed reviewing the AHRC brochure for changes prior to the next meeting. He also proposed that discussion of the brochure be on the next agenda.

Anneke asked if it was too early to put the response protocol to bias incidents on the November agenda. John proposed putting it on the October agenda to briefly discuss.

Joel noted that Ames Pride Fest is happening October 14 at Bandshell Park. It is being organized by Ames Pride. There will be vendors, a kids area, and activities on the stage.

Heidi noted that in May, a list was prepared of activities that could be undertaken based on the Inclusive Ames discussions. She proposed sending the list to Amy for incorporation into the Strategic Plan.

NEXT MEETING: OCTOBER 26, 2017

The meeting adjourned at 7:09 p.m.