

Decorah Human Rights Commission Meeting Notes -- November 7th, 2017

Members Present: Kathryn Thompson, Lorraine Borrowski, Melissa Koch, Elizabeth Kane, Carol Hemesath

Absent: Amalia Vagts, Brent Parker, Chad Bird

Meeting called to order at 5:39 by Lorraine

1. Debrief Implicit Bias Event - thoughts? Next steps?
 - a. Melissa said numbers were over 20. Melissa said that this was a “soft toss” to introduce the materials. Definitions were given and an overview of the basic concepts. She also said that some people stayed after to chat; people wanted to talk and share their stories.
 - i. Maybe small groups next time? That might require two facilitators.
 - b. Next steps?
 - i. Melissa is most interested in working with institutions because that is where we can reach the most.
 - ii. A police officer was in attendance and asked about having this type of training for the local police force. Next steps here?
 1. 15th of November is a workshop for grant writing for the Winneshiek County Community Foundation - should someone attend this so we can put in for funds for future trainings, especially police force?
 2. Melissa said how important it is to have well-trained people to lead implicit bias training. This is because there is a lot of research that says that there are lasting negative effects if implicit bias is taught incorrectly. The best one found for police training is the Anti-Defamation League.
 - iii. For future trainings/events, it is best to consider how they should be done and who should lead. The best data for this has come out from Project Implicit. This could be something to look into in the future for other events we host or help other organizations/institutions to host.
 - iv. Question was posed if we should host the same event again in the late winter? This would be a follow-up event in late February or early March. It may be best to spend more effort to get the word out to different groups of people for this event.
 - v. Another idea that Melissa had would be to get trained from Project Implicit herself, then she could be paid to do this training for different entities/institutions around town. Something to discuss and look forward to in the future.
 - c. **Final decisions for next steps:**
 - i. **Plan for a follow-up event**

- ii. **Scott and Brent, Melissa, and Lorraine will meet to discuss next events for police department trainings.**
 - iii. **Melissa sends resume to commission for review of possible training education for her in the future.**
- 2. Updates from Members (Recent Events, Upcoming Events)
 - a. Melissa went to the Iowa Civil Rights Commission. She enjoyed finding out who in the state is responsible for what. Melissa is wondering where she can put all of the files that she obtained at the conference (she has a flash drive full of information). Is there a public server to upload this to?
 - i. It may be helpful to get in touch with other commissions and learn from them in the future.
 - b. It would be helpful if someone could present to us about the results of the housing serving in the County. Chad - can you arrange this?
- 3. Discuss Upcoming Vacancies (Carol, Amalia - February 2018) and interested applicants. Discuss 2018 Officer Elections.
 - a. Amalia will be ending in February. Carol is on until 2020, confirmed
 - b. **We need to figure out when people's terms are up - seems to be a little confusion with the two members who left last spring and the two more joining over the summer/fall. When new people filled their spots, do they take on a new vacancy date, or the date of the person that they filled in for?**
- 4. Discuss 2018 Meeting Dates
 - a. **We will do this at the December meeting.**
- 5. Other - If you haven't voted, VOTE!

Meeting departed at 6:27pm.

Next meeting: Tuesday, December 5th at 5:30 p.m.