

Decorah Human Rights Commission Meeting Notes - Dec. 4th, 2018

Members Present: Lisa Scott (via phone), Tiffany Macklin, Melissa Koch, Elizabeth Kane, Kathryn Thompson, Carol Hemesath

Members Absent: Brent Parker

Guests Present: None

1. Call to Order by Melissa Koch at 5:37 p.m.
2. Welcome by Melissa.
3. Approval of Meeting Notes from October meeting. Elizabeth motioned and Tiffany seconded. Approved.
4. Approval of December Agenda (nothing added to original sent by Melissa)
5. Community Comment
 - a. None.
6. Old Business
 - a. Review Decorah's flag policy.
 - i. The flag policy has been modified numerous times to reflect that any flags should be tied to an event and be a positive, inclusive message. Elizabeth motioned to approve the changes to the flag policy. Carol seconded. The motion passed unanimously. The flag policy will now be brought to the city council.
 - b. DHRC brochure modification and distribution update (Brent and Lisa)
 - i. Chad will print the labels (based on notes from October). Elizabeth will have some students put the labels on to earn Silver Cord hours for Decorah High School. Lisa will be the point-person for Luther. She will get the brochures to the Student Activities Office and answer any questions.
7. New Business
 - a. Review ADL and GARE programs for providing equity training to city government employees. Plan for Winneshiek County Community Foundation grant due January 10.
 - i. Melissa gave an overview of the two programs (background, program format, pricing, etc.). She had a chart to explain the differences. The group had discussion and recommended seeking both options to use different tracks for training. If the grants are received, all employees of the city of Decorah will receive some sort of training.
 - b. Plan Ethnic Arts/Heritage Festival: Decorah and Luther College event
 - i. Lisa gave the Commission an update on where Luther is at with the process. She told us that there is a meeting on Thursday at Luther to discuss further partnerships between campus and community.
 - c. Discuss attending Iowa Civil Rights Commission Symposium, April 5, 2019, in Des Moines
 - i. Melissa discussed the last time she attended the symposium. She invited anyone that is able to attend and to let her know if interested.

- d. Discuss the idea raised in September 5 informal DHRC meeting to have a community expert/leader in each of the five (housing, services and accommodation, education, finance, employment) areas DHRC is responsible for come to meetings to discuss and share issues. Have extra time and make it an event for the public.
 - i. Chad suggested that we invite a guest expert in one category during our regular meeting time and invite the community. We would also have a tentative meeting agenda that we would get to if the speaker doesn't go too long. The Commission agreed this would be a good idea.
 - ii. Elizabeth will contact two experts to see if they will speak about housing in our area. They will be invited for a meeting after the new year.
- 8. Adjourned at 6:45 p.m. Next meeting is January 8th, 2019 at 5:30 p.m.