

DHRC Meeting Minutes

Thursday, September 1, 2020

- Introductions:

Melissa — chair ; present

Ben — new member ; present

Andrew — present

Lisa — present

Siri — new member ; present

Tiffany — not present

Sharlene — ED of the Peace & Justice Center, member-at-large also attended the meeting

Clara—facilitator of C.A.R.E., member-at-large was not present

- Melissa gave a brief overview of the DHRC meeting structure, reflected in the agenda.
- There were no community comments or approval of previous meeting minutes.
- Iowa Civil Rights Commission workshops
 - postponed from original April dates and held via Zoom on July 14 (general public session) and on July 15 (business owners and employees session)
 - both sessions are up on DHRC web page.
 - we'd like to make sure more community members know about the videos and watch them. Chad has tracking data on how often and by how many unique viewers have watched.
- We brainstormed ways to encourage people to watch the videos

- Incentives?

- share on FB, have Chad share it — is a FB page something we should consider?
- All are Welcome stickers given out after watching video?
- Utilizing the library network to share video?

Melissa shared that DHRC policy requires one more DHRC member. Ben said that Maria Leitz planned to submit her application.

Andrew — shared the WELCOME sticker. The WELCOME sticker is specifically for local businesses to put in their windows. The DHRC agreed that they liked the sticker in the shape of Iowa with the word cloud. Members had suggested for a few of the words. Andrew is working on a revised version that the DHRC plans to approve at the October meeting. We brainstormed ways to distribute the stickers

- Put it on creative commons to protect the design in case other cities want to use it. If other cities want to use it, we will consider charging a small fee that could support our anti-bias education work.
- Stickers are free to downtown businesses
- Talk with Letter Works — offer stickers through the Chamber of Commerce
- Don't want these stickers go to businesses that won't uphold inclusivity of these individuals listed on
- 1 page agreement that businesses sign to honor & upholding inclusivity and acceptance of all listed on the sticker
- Press release
- Businesses listed in the paper that have stickers displayed
- Lisa — “Don't force it — no shaming, blaming, judging — here is an opportunity to show support.”
- Earl bus, residential areas with signs, etc. — can be utilized
- “Before you put this up — this is what it means.”

- What can we do after?
 - City Counsel approval?
 - How can we be explicit? Make sure the messaging is clear!
 - How do you “live in” to the sticker?
 - Stickers given to professors, teachers, etc?
 - What happens if a business with sticker has an incident that goes against our agreement?
 - Hold businesses accountable, DHRC form, apology, etc.
 - DHRC has budget through the City to print the stickers.
- For the next meeting: Discussion of our focus for 2020/2021
- Implicit bias education, other education initiatives.
 - Finalize our revised policies for handling complaints re: housing, education, employment, finance, and services/accommodations