

Deorah Human Rights Commission Meeting Minutes

November 5th, 2019

Members Present: Melissa Koch, Laura Wright, Lisa Scott, Tiffany Macklin, Carol Hemesath

Guests Present: Sharlene Bohr and Clara Muggli-Toyloy

They want to regularly join meetings

Approval of meeting notes from September and October meetings: Laura and Melissa

Old Business

1. Updates on working with Iowa Civil Rights Commission
 - A. Melissa talked to director of Iowa Civil Rights Commission. Someone can come down to talk with the commission and give us language around discrimination code.
 2. Revising current code for investigating discrimination cases based on information from ICRC.
 - A. Laura had an outline of procedure:
 1. Contact (Appointed point person)
 2. Release
 3. What happened and identify area of discrimination and talk about what happened.
 4. Advocate is assigned.
 - B. Questions that came up
 1. Can we help facilitate it? Melissa went to Iowa Civil Rights website. Protected class and protected areas. Gives clear guidelines as to where it covers and where it does not.
 - a. Lisa: If someone needs an interpreter and to help someone to document what happened. We would not give people the language, but help to facilitate it.
 2. Possible discrimination with section 8?
 3. How to give support without getting into trouble?
 4. RSVP to help people fill out the form?
 5. A legal aide?
 6. Ease of access?
 7. Come up with a list of guidelines?
 8. P and J center? Comfortable, safe place to go.
 9. Talk to Chad about getting forms for incidents
 - C. Talk to the 1 Iowa advocacy organization and ACLU
 1. Laura to break it into smaller bits

New Business

3. Leads for and next steps with events:

A. Luther College from Lisa:

1. Nov 26 - next community forum at the Race exhibit at Luther. Identify opportunities for joint opportunities and collaborations (work toward a Reconciliation Dinner in spring or next fall).
2. Land Acknowledgement movement/conversation at Luther
3. February Toni Morrison
4. National Transgender Day
5. Talking about race for the year at Luther
 - a. Implicit Bias training at Luther
 - b. Students in town can document incidents at Luther
6. South african gospel choir

B. How to do it within the community? We need to let white people of the town know that this is an oppressive town.

- a. Having workshops around town
 1. Groups around how to be anti racist
- b. Good opportunity in the school district, getting teachers more involved
 1. All of the 8th graders have come through the race exhibit
- d. The library is getting their own equity training
- e. The commission will get implicit bias training
- f. Relevant articles in the paper around cultural competency.
- g. The all are welcome signs in businesses

C. How to get others in the room?

- a. Train people to facilitate meetings
- b. Churches getting together to help facilitate these meetings

Next meeting in December, Melissa will be gone

Meeting Adjourned at 7:30 p.m.