



Governor Kim Reynolds
Lt. Governor Adam Gregg
San Wong, Director

**Iowa Department of Human Rights
Minutes of Board Meeting**

December 19, 2019 10:30-noon

Location: Lucas State Office Building, 321 E. 12th St., Room 201, Des Moines, Iowa

Members present

- Floyd Winter, Chair, Public Member
- Dr. Ahmadu Baba-Singhri, Commission on the Status of African Americans
- Anna Brown, Commission on Community Action Agencies (phone)
- Elizabeth Coonan, Commission on the Status of Women
- Ben Jung, Iowa Commission of Asian/Pacific Islander Affairs (phone)
- Karen Mackey, Commission of Native American Affairs (phone)
- Judge Jeffrey Neary, Justice Advisory Board (phone)
- San Wong, Director, Iowa Department of Human Rights (ex-officio)

Members Absent

- Jeannette Brown, Commission of Latino Affairs
- Michelle Ray-Michalec, Commission of persons with Disabilities
- LaSheila Yates, Public Member
- Rep. Holly Brink, Iowa House of Representatives (ex-officio)
- Rep. Phyllis Thede, Iowa House of Representatives (ex-officio)
- Senator Zach Wahls, Iowa Senate (ex-officio)
- Senator Zach Whiting, Iowa Senate (ex-officio)

DHR Staff Present

- Kristen Corey, Program Planner, Office on the Status of Women
- Bill Brand, Administrator, Division of Community Action Agencies
- Jim Mezera, Fiscal Officer
- Monica Stone, Deputy Director and Administrator, Division of Community Advocacy and Services
- Sonya Streit, Executive Officer 2

Others Present

- Anna Stoeffler, Governor's Office

1. Call to Order and Introductions

Chair Winter called the meeting to order. A quorum was present. Introductions were made.

2. Approval of Minutes

Mackey moved to approve the September 19, 2019, meeting; seconded by Jung. Motion carried by voice vote.

3. Department Report

Director Wong:

- The DHR Day on the Hill will be held on February 27, 2020. Various boards and commissions will meet that day, including the Human Rights Board. The program will include a presentation of the Native American tribal flags display at the capitol. There will also be a Lunch and Learn for boards and commissions.
- The Department is working to fill an Accountant 2 position.

4. Board Updates

a. Commission of Native American Affairs

Mackey:

- On November 14, 2019, the Commission of Native American Affairs held a ceremony to install a Native American tribal flags display at the State Capitol.
- On December 26 at 1:00, the Siouxland area will hold a memorial dinner at the Urban Native Center for the anniversary of an execution of Dakota men following the Minnesota Uprising of 1862

b. Commission of Asian and Pacific Islander Affairs

Jung:

- The Office and Commission of Asian and Pacific Islander Affairs held a workshop in Sioux City to prepare for the 2020 Census.
- The Governor's Office announced the selection of members for the 2020 Census Complete Count Committee, and Jung was selected. Iowa has one of the highest participation rates in the census. The committee will reach out to communities to make sure there is an accurate count. The

importance of an accurate count affects the allocation of federal funding to the states. The target date for the census to begin is April 1.

c. Community Action Agencies

Anna Brown:

- The Iowa Community Action Association (ICAA) announced its annual Training Conference dates for July 15 and 16, 2020, with the theme “Community Action: Sharpening Our Focus”.
- Winter is prime season for Low-Income Home Energy Assistance Program (LIHEAP) assistance.

d. Justice Advisory Board

Judge Neary:

- The Justice Advisory Board met on November 6, 2019, and prioritized areas of future research projects.
- The Governor’s Office formed a committee for criminal justice reform. A representative from the Governor’s Office attended the Justice Advisory Board meeting.

e. Commission on the Status of African Americans

Dr. Baba-Singhri:

- The Commission held “Listen and Learn” sessions in various cities across Iowa to gather information and issues facing communities. The Dubuque community expressed concerns regarding housing and daycare.
- The session in Iowa City focused on education and parental involvement in their children’s education. They discussed ways for parents to feel comfortable in participating in children’s education such as meeting with counselors.
- The topics in Des Moines were about criminal justice and racial profiling, as well as employment challenges for the African community. An organization called Students for Community Improvement (SCI) is studying racial profiling and will make recommendations to address racial profiling.

- A Delegation on Peace and Justice from Nigeria will be visiting Iowa March 30 - April 2, 2020. They will meet with organizations and officials to learn ways to address human rights issues.

f. Commission on the Status of Women

Coonan:

- The Commission on the Status of Women met on October 24, 2019, and adopted four policy recommendations to support legislation and practices that:
 - increase opportunities for women and girls for economic stability and career growth (pay equity, increased access to childcare and family support, increased access to paid family leave);
 - are free from gender-based discrimination;
 - are free from sexual harassment and violence; and
 - support leader leadership positions and access to training opportunities.
- The Commission is working with the Iowa Women’s Foundation to support the foundation’s childcare initiatives.
- The Commission is working to amend the Iowa Constitution to make the language gender neutral.
- The Massachusetts Commission on the Status of Women would like to replicate Iowa’s gender balance law. The Iowa Commission on the Status of Women signed a letter of support for the Massachusetts Commission.

5. DHR Division Updates

a. Division of Criminal and Juvenile Justice Planning (CJJP)

Michael:

- The Justice Advisory Board will meet on February 27, 2020 (DHR Day on the Hill).
- The Justice Advisory Board will address youth in the adult criminal justice system. It will look at what other states are doing to address that issue. The Board will study mental health treatment needs—how to enhance services and how to expand access.
- CJJP will soon submit the Prison Population Forecast report to the legislature and Governor.

- Legislation in 2019 directed CJJP to convene a group to study services and funding in juvenile justice system. The workgroup developed recommendations and an action plan to shift services and funding from the Iowa Department of Human Services to the juvenile court system of the Judicial Branch.
- The National Youth in Transition Database (NYTD) completed the report for 19-year-old former youth foster survey results for Federal Fiscal Year 2019. The report included data in the areas of education, homelessness, health insurance, employment, and others. The information will be shared with the Department of Human Services to find ways to improve the foster care system and aftercare.
- NAACP is seeking legislation to address racial profiling.

b. Division of Community Action Agencies (DCAA)

Brand:

- The Division of Community Action Agencies applied for and received notice from the U.S. Health and Human Services Department that DCAA is eligible for \$163,000 in disaster relief funding through the Community Services Block Grant. If approved, the funding will go to the local community action agencies to provide disaster assistance in their communities. DCAA will know if the application will be approved in February 2020.
- DCAA's Two-Generation Initiative is designed to develop innovative and effective strategies for serving families that consider the needs of parents and children together. DCAA has identified five pilot project sites in the state and is now working closely with those sites to implement Two-Generation strategies.

c. Division of Community Advocacy and Services (CAS)

Stone:

- The Iowa Talent Bank is live. It is accessible at <https://talentbank.iowa.gov> or on the Governor's website. The Department of Human Rights has issued a Request for Proposals to engage a communications and marketing firm to promote the Talent Bank with organizations, individuals, and local governments.
- The Department has been working with the Marshallese communities in Iowa and noticed that there was an increase in infant mortality rates. The pregnant

women who were migrating from the Compact of Free Association (COFA) states lacked access to health care and prenatal care. The Department reached out to Count the Kicks, an organization that educates expectant mothers on tracking their babies' movements. The organization applied for and received a grant that translates the Count the Kicks app into Marshallese.

- The State of Iowa Martin Luther King, Jr. celebration will take place on January 20, 2020, at 10:45 a.m. at Franklin Jr. High School. The keynote speaker is Joseph McGill, founder of The Slave Dwelling Project and a former member of the Commission on the Status of African Americans.

6. Public comment – none.

7. The next meeting will be on February 27, 2020, on DHR Day on the Hill.

8. Coonan moved to adjourned, seconded by Dr. Baba-Singhri. The motion carried by voice vote. Meeting adjourned.