

DHRC April 5 2016

Members present: Lorraine Borowski, Pedro Dos Santos, Joseph Kremer, Ginger Meyette, Amalia Vagts, Carol Hemeseth

Excuse: Chad Bird

- 1) Amalia called the meeting to order at: 5:45pm
- 2) Discussed approval of past meeting minutes.
- 3) Motion to approve past month's minutes by Ginger, approved by all.
- 4) Election of officers—not on this agenda, roll over from last month.
- 5) Discussion of possible spotlight events:
  - a. Employment discrimination and transgender people---Ginger brought report by the National Center for Transgender Equality. Discussed possibility of bringing in local speaker via Luther Soc professor Char Kunkel, at the library to discuss this issue.
  - b. In relation to future spot light events, Lorraine mentioned library functions involving film showings (difficult due to copyright), book speakers.
  - c. Water quality issues in Decorah---Based on reports provided by water dept in Decorah it appeared unlikely that Flint like scenario would happen here. Still may want to bring awareness of all the things that are done here to prevent such scenarios. Also may be important to ask what are the types of issue we may face here in Decorah due to our agricultural practices. Lorraine mentioned of also providing better info for residents who have water questions.
  - d. Implicit bias in general and with the police--- Interested in bringing other groups/individuals (e.g., business owners) to get their perspectives of police in some of their encounters at local places (e.g., the bars). Could be helpful to do a two-part activity where speakers are met with first and all get on the same page, then engage with the public all together. Possibility of bringing in individuals who have personally experienced discriminatory/racist behavior and hear their stories.
  - e. Amalia mentioned thinking about an event bringing Decorah residents to the planned lynching memorial/museum at some point next year. Lots of planning required but could be very impactful.
  - f. Narrowed down the options for spotlight to 1) water issues and 2) implicit bias
- 6) Amalia brought up discussing these possible spotlight events and what people think, who we could bring, all doing our own research and narrow down from there. Pedro says great, also could be beneficial to think ahead to next year so we can keep our eyes out for resources. Transgender issues may be something to think about for next year. All members agreed on this plan.
- 7) Each commissioner will explore research on spotlight topics between now and then on potential resources, movies, links, etc. Water---Lorraine talk with water industry

individuals and ask to come to our meeting to provide us some information on how the water system works in Decorah. .

- 8) Wording of Decorah anti-discrimination policy
  - a. gender identity or expression not included in the language. Definition of sex mentions biological, gender, or post op surgery, among others. Commission could make recommendation to update the policy language.
- 9) Next meeting is June 7, 2016. Pedro will be out of state at that time.
- 10) Possibility of recruiting new members to the DHRC.
- 11) Meeting adjourned 6:34pm.

Notes by Joseph Kremer, Secretary.