

Human Rights Council Meeting
Room #208, Lucas Building
October 5, 2009, 9:00 a.m.

Present: Preston Daniels, Chair; Jill Filitano-Avery, Cyndi Chen, Rachel Scott, Paul Stageberg, Kathryn Baumann-Reese. Bill Brand, Joan Moll (9:20), Melissa Esquivel (11:20).

Absent: Abraham Funchess; Minutes were taken by Dottie Schiltz, Recording Secretary.

1. The meeting was called to order by Preston Daniels at 9:10 am. A quorum was present.
2. Scott moved to approve the agenda, Baumann-Reese seconded, and motion carried. Stageberg moved to approve minutes of the September 14, 2009; Chin seconded. Upon vote, all minutes approved.
3. Legislative Breakfasts – Rachel
 - Scott as the PIO/Legislative Liaison for DHR queried the group on the idea of having a legislative breakfast. It was realized that some Commissions have held breakfasts. Each division administrator shared what their Commissions do. With restructuring process underway, Scott also questioned the possibility of having a departmental hosted breakfast to use as an opportunity to visualize all divisions better and the Department as a whole. Discussion ensued as to whether Divisions/Commissions wanted to continue with their own activities, would want to do only a departmental breakfast, or to do both. Funding issues were discussed with specific concerns that have been encountered particularly from past contributing partners to the cause. After many thoughts, pro and con that would be experienced, including reasons we should support this effort departmentally to provide a visual unity to the legislatures, Daniels asked for a vote. Motion by Baumann-Reese, second by Scott to approve having a Departmental Legislative Breakfast, and that if Commissions/Divisions still wish to do something on their own, given their budgets allow it, they could do so. Motion passed unanimously. Scott reported later in meeting the breakfast will be scheduled for January 21 in the Legislative Dining Room, from 7:30 – 9:30.
4. Communications Policy – Preston
 - Daniels provided information regarding recent meeting John Frew, Governor's Chief of Staff, recently had with Directors, Deputy Directors, Staff Liaisons, etc. Baumann-Reese and Scott also attended. Chief of Staff noted the communication issue is being worked and will change. A new IGOV contact list was provided to everyone. Administrators were encouraged not to stop responding to media inquiries that might arise, but rather still respond as needed, thinking it through, and providing response as required, and then getting the information back to Scott, so she can get it to IGOV as needed. While noting the great things that have been going on, he recommended and encouraged staff ensure good preparation and to be simple at presentation. Discussion regarding IGOV monthly reports was initiated later in discussion under strategic planning. Daniels requested future inputs be run through Scott and one report be submitted as a Department with highlights from the different Divisions.
5. Strategic Planning Update
 - Daniels updated the group on the current status of the proposed reorganization. He provided a summative explanation of the proposed departmental organization chart, noting the design resembles that of Civil Rights. Discussion ensued over Board formation, gender and political balance, code requirements, appointments, etc. He announced that as an interim solution to having a liaison for the Native American Commission, he has asked Abraham Funchess to consider filling that role along with his current position. Objective is to use expertise the best way possible and have as much consistency as possible. While working against a short timeline, division administrators were reminded to reach out and do what they can as a whole department while still assisting and working the way they have been. Generic personnel questions were addressed. Daniels will share information of what transpires at an upcoming meeting he has with Senators Apple and Mascher. The proposed structure will be shared with the rest of the staff upon approval by IGOV. Names of divisions and offices are still under consideration. Daniels asked Avery to work on divisional names and a new title for "cultural competency" portion of the structure. Baumann-Reese noted that the message she was giving her Commissioners is that the regular every day work and communication would not change, and the services would still be provided, just the structure of how it gets done will change. She requested a common message be sent to all commissions with same information. Scott shared what she provided to the Commission for the Status of Women, which included talking points for Proposed Department Strategic Reorganization. Scott was asked to make this available to others for all Commission meetings. Daniels plans to attend or be on agenda at Commission Meetings.

6. Budget Update - Joan

- Moll provide a breakout of what the 2010 budget looks like as built around current setting. She announced that the 2011 budget should be thought of as the same amount without an increase, because of the budget cuts that are currently being talked about. Discussion of budget priorities and areas that might be able to sustain reduction ensured. Resource development was identified as a strong factor for future success.
- Questions then arose regarding having a budget with designed for the Department as a whole. Comments noted that a single budget would provide more flexibility in areas where one division has trouble and another doesn't. Suggestions were provided in regards to supply accounts, telephone services, other areas that all divisions use. More discussion determined to be needed regarding common expense areas, what we really need to function: fund raiser, grant writer, etc. Baumann-Reese noted a desire to obtain current FY Budget information earlier if possible to know what they are working with so they know what they need to do.

7. Division Update

Latino Affairs

- Nov 13 and 14 is the Iowa Youth Congress Annual Session, Dream Forward Dinner and Planning Session.
- Oct 17, first Regional Meeting for Latino Affairs will be held at DMACC Urban Campus
- Oct 24, two Regional Meetings for Latino Affairs to be held; one at Kirkwood CC in Cedar Rapids, and one at Iowa Western Tech CC in Denison

Persons With Disabilities

- Avery reported the Commission will be hold a meeting Friday, Oct 9. An Awards Ceremony will take place that afternoon with Daniel presenting in place of Gov/Deputy Gov.

Asian Pacific Islanders

- Chen commented on the International Visitor's Day with DHR. Ms. Iloleha, Tonga, noted how impressed she was with what she observed and experienced. Daniels and other staff echoed the positive experience that was realized from not only the visitor but by the department as well.

Deaf Services

- Baumann-Reese shared that the Census Filming Project was going into completion stage. A film crew will be going to East High School, and there would be some activity filmed near the Capitol this week.

Status of Women

- Scott reported their Commission meeting is scheduled for Wednesday. Keynote speaker for "Iowa Women and Money Conference" is Jean Chatsky. Everyone was encouraged to attend.

Community Action Agencies

- Brand expressed appreciation for the Department Picnic gathering hosted at Daniels home. He shared appreciation and compliments staff had made following the festive activity.

Adjourned at 12:12 p.m.

NEXT MEETING: October 19, 2009, Room 208

Submitted by
Dottie Schiltz, Recording Secretary