

Human Rights Council Meeting
Room #208, Lucas Building
September 14, 2009, 9:00 a.m.

Present: Preston Daniels, Chair; Joan Moll, Melissa Esquivel, Jill Fultano-Avery, Cyndi Chen, Rachel Scott, Paul Stageberg, Kathryn Baumann-Reese, Abraham Funchess (9:15).

Absent: Bill Brand

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. Baumann-Reese moved to approve the agenda, Stageberg seconded, and motion carried. Bauman-Reese moved to approve minutes of the August 24, 2009, August 25, 2009, August 31, 2009, and September 1, 2009; Esquivel seconded. Upon vote, all minutes approved.
3. Budget Update - Joan Moll
 - Final efforts are being taken to close out SFY 09 by Sep 15, 2009, and complete the department GAAP report for SFY2009.
 - Status quo budgets based on the current SFY2010 state appropriated funding levels will be entered in the I-3 Budget System for SFY2011. This is due by September 30. A separate departmental budget will be compiled using Excel that will support the restructuring considerations.
 - Scott questioned if any budget reduction information had been provided by DOM. Expectation is that a budget cut is imminent and would be coming down some time in October after SFY2009 reversions have been calculated. Rumor has it the cuts will be in the neighborhood of 3 to 4%.
4. Strategic Planning Update
 - Mr. Daniels related current status of restructuring planning. Compilation of everything for submission is being done this week to provide to Cindy Axne for review and comments. During the process of the organizational restructuring we have had some great exercises with great input. Daniels announced his plan to get a structural submission out to the division administrators by Wed/Thurs for approval. He expects to provide a simple format to go with, that can/will be worked with as time goes by.
 - Scott asked whether the department would have a single policy agenda and a single budget request. With performance measures being tied to the budget, will there be a departmental set of pre-bill legislation or will there be nine separate needs? Will there be one Legislative voice where the commissions feed into? Current pre-bills presented were 1) reorganization, 2) establishing a paid leave insurance program, 3) repeal of English only law. Stageberg mentioned the need to monitor the Criminal Code Reorganization committee that is proposing changes to the Criminal Justice Committee that could upset its necessary balance. It was determined to track bills that may affect DHR populations. If other things need to be brought up, talk about who had interest in and set up a time to talk about it. Esquivel encouraged departmental bill submission with Commissions still able to input as presented.
 - Daniels made formal announcement of assigning Public Information Officer/Executive Lobbyist position to Rachel Scott. Scott with current legislative background accepted. This appointment will be good for the department providing a good way to get details of activities taking place within and by the department out and to the areas the need to be. Chen queried a need for more than one person to be registered as executive lobbyist with the structural change. As example of how IGOV has their area covered, Scott noted that Kristine Hart is the Executive Lobbyist with Larue as assistant in. To lessen any confusion proposal made to design ours in same way with Rachel has head. If other names still appear on the list as executive lobbyist, they should be removed. Recommendation made to have letter come from Preston to who our representative is, and that any other names listed should be removed. Consensus of group agreed with the proposal.
5. Annual Appreciation Picnic/Gathering
 - Head counted provided by Schiltz and Daniels. Update on numbers planning to attend, activity planned and query whether this function was affecting attendance because changes what has been done in the past.
 - Suggestion made to continue with plans, that schedule conflicts always happen, and to have another at end of next spring or perhaps at holiday time.
6. Division Update
 - Latino Affairs
 - Esquivel queried committee on status of commission planning an orientation workshop meeting to educate newer Commissioners on the strategic plan of the commission and assign goals. She noted the new chair and vice chair for the commission are Sandra Sanchez and Sal Alaniz, respectively. The commission has four incumbent

commissioners and five new appointees. She expressed her concern in regards to non-attendance or no response by some. Discussion covered commission terms and concern over those who do not attend on a regular basis as recognized by other divisions as well. Esquivel announced upcoming events. On Monday, September 14, a free workshop on diversity regarding gay marriage and equality was being held 7:00pm, with guest speaker, Dolores Huerta. Melissa was also going to meet with Dolores and a few community members for lunch. A legal clinic is also scheduled that day at the HOLA Center at 5:30 p.m. in which staff and Melissa will be participating in. National Latino Heritage Month is recognized this month and is being celebrated at the Blank Zoo this weekend. IDLA will have a booth at the Latino Heritage Festival and with approval will use the Department sign in conference room as booth identifier. Esquivel noted that she had little response to suggestion of having a lunch and learn "Hispanic Heritage Month" Potluck to educate staff about the diverse population. Email will be resent as invite to a "Latino Lunch and Learn" in honor of Latino Heritage Month.

Persons With Disabilities

Avery reported that meeting with Assistant Attorney General was rescheduled so that will be coming up. Daniels gave brief overview of situation she will be testifying for. September 24th Avery will be part of team from DHR (Kathryn Baumann-Reese, and Cyndi Chen), going to present Cultural Competency Program to Magellan Provider Network. Question on charging for this type of presentation asked. Suggestion in discussion made to consider this in long term needs discussion to charge or not to, how much, and what or how. Consensus was voiced that technical assistance should be charged for and that by charging is viewed as adding value and merit to the worth of the Department. She and John TenPas will be headed to race track on Saturday, Sep 19, to provide technical assistance.

Asian Pacific Islanders

Chen provided update on upcoming activities. She noted her part in the team presentation for Magellan service providers on Sept. 24. Other events include the following: Polk County Public Health Department holds immunization clinic at Tai Village Festival on October 3; Iowa's Mosaic Diversity Conference will be held on October 19 in Ames; Refugee Legal Clinic will be held on November 7, training will be provided on October 30; and, the Smithsonian Museum traveling exhibit "Exit Saigon, Enter Little Saigon" will be on display at the Iowa Historical Museum from December 19, 2009 to February 28, 2010; opening ceremony will be from 1:00 to 4:00 pm, Saturday, December 19. Census 2010 poster and information package are still in the developing stage. The Microenterprise Development grant received eight proposals, four (3 rural and 1 urban) were recommended to receive up to \$80,000 each to provide comprehensive and intensive training to micro-entrepreneurs to start or expand their businesses.

Deaf Services

Baumann-Reese shared that she would be out of the office Thursday, Friday, and Monday. She reported on Project Emergency Responder Request never got offered. On September 23, an Emergency Management Training Program is scheduled. Objective will be to determine what we need and can do to be effective in those situations. Other interest items included applying for 2010 Census grant. Baumann-Reese approved submitting, working with them, no deadlines, state reapply; receiving dollars for grant. Question who else was working this project, need to have mass distribution and expect each division to work. In discussion, Chen noted her translation efforts, communication was determined as a problem. Daniels noted also that many populations are under-represented. Des Moines is thought to be over 200,000 population—need to use innovative thinking as to where to reach out to the under-represented; i.e., churches, etc.

Criminal and Juvenile Justice Planning

Stageberg reported that a subcommittee of the legislature's Criminal Code Revision committee has prepared draft legislation that would change the make-up of the Criminal and Juvenile Justice Advisory Council (CJJAC) and give the Council the power to establish a Public Safety Advisory Board (PSAB) which would include all or a portion of the CJJAC. The current draft legislation includes an apparent over-representation of law enforcement, but it is expected that changes will be made as the bill moves through the General Assembly. The Board would be given the responsibility to make recommendations to the Executive and Legislative Branches pertaining to justice system legislation and policy.

Status of Women

Scott request time on future agenda to talk about that. She reported that she met with Kevin McCarthy on Wednesday regarding the three pre-filed bills, and if there is anything else that needs to be presented, to give it to her and she would ensure its delivery. Fiscal summit is tomorrow, feedback for changes, tax policies, and poll information. She then reported on two-day seminar on breastfeeding had been requested. Other bills have been submitted. Noted Janet Peterson report.

Status of African American

Funchess provided important dates for his division. September 24-25 there are two conferences that evolve around (1) Economic Development and (2) Women and Women's Health: the Iowa Black Business Summit in Des Moines, and the Women's Conference in Cedar Rapids. Additionally, there are two meetings scheduled for Sunday, September 27 and Sunday, October 4 at Plymouth Congregational Church in Des Moines. The purpose of the Sept 27 date is to discuss disparities extant between Blacks and the rest of Iowa, and the October 4 date is designed to discuss the purpose, need, and now the benefits of the Davenport Disparity Study. ICSAA is tentatively planning an OCBI Summit near the end of October 2009 in Davenport. Recent developments: the Alexander Clark Movie/Documentary continues to gain momentum, and the Davenport Disparity Study continues to open doors for further discussion. There is a tentative meeting set up with the Iowa DOT on October 5 to discuss the purpose, need and viability of such a study for DOT.

Status of Native American

Daniels provided information on Native American division. In reported that some of the commissioners will be meeting with the Governor on October 5 to discuss primary issues, i.e. budget and Iowa Child Welfare Act, and how it is still a problem for the Native Americans. Right now there are only three families any Native American children can be placed with. DHS is working on getting Licensed Native Americans to go into the foster home to determine if it complies or not. It is very difficult to fit normal DHS rulings with their cultural requirements. There are a number of Native American foster kids that could be placed. Very important to get kids with culturally appropriate families; need a better effort for those kids. The budget issue is basically no money to go with the Division when it was established. He provided information relating to upcoming events and activities to include: 1) a film presentation "Whiteclay" based around the Pine Ridge Reservation in Dakota area where between four establishments will sell 11 million cans of beer in a year, will be scheduled at ISU, IU, Central (Pella), and hopefully, UNI. These presentations are being set up to earn CEU's for social workers, and social assistance providers. Good attendance is expected. The film is based around Pine Ridge Reservation in Dakota area where four establishments will sell 11 million cans of beer in a year. Objective is to get accountability of the businesses selling the phenomenal amount of alcohol that is sold. Major factor that adds to the problem is no alcohol is allowed on the reservation, resulting in severe impact of drug/alcohol abuse of the Native American population. Speaker will be Frank Lemere who runs the Four Directions Center in Sioux City. The Division is working with Magellan Health and with Iowa Sixth District Judicial Court Director for support. Daniels provided brief overview of issue commission has cited in state prisons, "the wooden stone, spirituality ceremony" (sweat lodge). Sweat lodges require heat rocks done by firewood. It is understood that all prison facilities have them but only three institutions provide them in some manner. All of them used to furnish the wood and the stone. Two of the three have it given to them by community close by, other facility does not provide but the sweat lodge is available. There are various reasons why these things are not provided because institutions run by director. Director did not tell the wardens. Separate issue regarding the sweat lodge stems from an exploding rock which injured a Native American prisoner who sued for damages. The cost of the rock is approximately \$250 a load. Federal law states the requirement to have access to those arrangements for religious beliefs, but how it is provided is undefined. We are going out to see what we can do to help access these materials in any way we can. Query by staff if this was common among tribal beliefs. It is a universal, spiritual ceremony and is very common among all tribal factions. Historically, the warriors, the men, were the only ones that participated, however, women are now allowed. The issue regarding the budgetary monies is an ongoing challenge. As restructure takes place, and we get someone assigned as Division Administrator, the financial concern will be dealt with.

Community Action Agencies

Brand not present.

Central Administration

Daniels provided information regarding a Civil Rights Law Suit that has been filed against the Department over the hiring procedures of the position of Administrative Assistant to the Department. The concern refers to how or who interviews were determined for the position, and why the claimant had not been contacted. Baumann-Reese provided information on how applications and interview process was handled. Assured compliance was maintained. Number of applications, type of position, and timing were consideration in the selection process. Chen noted she had been approached with questions.

Adjourned at 10:44 a.m.

NEXT MEETING: September 28, 2009, Room 208

Submitted by
Dottie Schiltz, Recording Secretary