



WEST DES MOINES HUMAN RIGHTS COMMISSION MEETING MINUTES

Thursday, October 10, 2019

Commissioners Present: Sanjita Pradhan, Heather Schott, Mark Hillenbrand, Mindy Begenat, Lonnelle Dafney, Dr. Rich Salas, Bernell Edwards

Commissioners Absent with notice:

Staff Representative: Laura Reveles

Council Liaison: Councilwoman Renee Hardman, absent

Guests: Tom Hadden, Chief Chris Scott

1. Call to order: Meeting called to order at 4:31 p.m.

2. Roll call

3. Approval of September 2019 Minutes

Commissioner Mark Hillenbrand motioned to approve, Commissioner Lonnelle Dafney seconded, minutes approved

4. Opportunity for public to address the Commission

- PD Request: On November 13th and 27th the police department is having Drake University provide an Implicit Bias training from 8:00 – 12:00pm. They are looking for a diverse group of people from all walks of life. They must be able to commit from 10:30-12:00pm. I hope that with the commission's assistance we can find 8 people for the November 13th training and 8 people for the November 27th training.
- Mississippi Valley University, recruitment trip to build a relationship
 - Commissioner Dr. Salas agrees with Commissioner Bernell Edwards to work with Des Moines' Police and bring literature on how the community can succeed in this community with faith, education and not just the benefits of the job.
- Public Safety Cadet Program- a program for the school system similar to the former Explorer program has been started

5. Report from Commissioners on recent activities

- Commissioner Mark Hillenbrand leaves tomorrow morning to move to Canada. The commission thanks him for his service and support of the WDM Community Conversations.
 - Community discussion is next Thur October 17, from 7-9pm at Hillside Elementary. Administrators will give updates on their equity work in their buildings. Discussions for the year will be based from the book "Why Are All the Black Kids Sitting Together in the Cafeteria" by Beverly Daniel Tatum.
- Commissioner Mindy Begenat is planning a small program next summer for LGBTQ youth mentoring, one-on-one, adult/high school age kids, community involvement education, in things like how do you vote, join a commission, job preparedness. If you know of any LGBTQ adults of different backgrounds that would be interested in being a mentor contact Mindy.
- Commissioner Lonnelle Dafney is running for WDM School Board and has been getting the questions of how do we engage families more in the process of education, how do we

engage more culturally with our families in the community? It's important to connect the data of our community to help with connectivity.

- Commissioner Dr. Salas recommended to utilize the faith community for the cultural nuances like communication. Having an ambassador within the faith community can help.
- Commissioner Heather Schott informed the commission that Shea Daniels, with Dwolla, is working on transition policies in the workplace. On October 14, 6-8pm, she is speaking to small businesses.
- Inclusion Forum on November 15, half-day session at the Pearson Center. One session is local students from Valley High school talking about their inclusion efforts in college. May Snowden will be there as the keynote speaker, 30 plus years in the industry with companies like Starbucks, and Kodak.

6. Staff report

7. Staff liaison for the Commission Laura Reveles covered the following topics:

- Phone Line: No messages
- Budget Update
- Attending conferences: LGBTQ Workplace Culture Summit next Tuesday, IA League of Human Rights Agencies next Thursday, ICMA October 20-22.
- We will be recognizing Human Rights Day on December 2nd at City Council and the Mayor will read the proclamation
- Martin Luther King Day is now a City holiday in place of President's Day (except some unions). Thank you to the Commission for the support
The Commission gave ideas on how to use the day off as a day of service; coordinate with community/Valley HS/ other systems already in place, Lunch-n-learn – city staff can host. Email ideas or events to Laura, library can possibly host a documentary

8. Chair report: Commission Chair Sanjita Pradhan

- Will go back to strategic plan to finalize the document and present to Council

9. Old business

10. New business

- GARE Convening Discussion
 - Close the gap with Gordon and Race Forward on content not covered at presentation

11. Next meeting date November 14, 2019, 4:30pm – 6:00pm

Adjourn: The meeting adjourned at 5:21pm.

Commissioner Heather Schott moved to adjourn, Commissioner Mindy Begenat seconded

Minutes by: Laura Reveles