

Minutes

AMES HUMAN RELATIONS COMMISSION

Meeting held via Zoom
Thursday, November 19, 2020

Call to Order: The meeting was called to order at 5:30pm by Chair Jill Crosser.

Members Present: Wayne Clinton, Leslie Ginder, and Jahmai Fisher

Member(s) Absent: Madesh Samanu

Staff Liaison: Deb Schildroth

New AHRC Member Introductions: Jill welcomed Leslie Ginder, new AHRC member who is fulfilling the vacancy left by Liming Pals. Members introduced themselves and Leslie gave some background on her work and experience.

Approval of Minutes: Wayne moved approval of the October 22, 2020 minutes and Jahmai seconded. Motion carried unanimously

Public Forum: None

Humanitarian Award: Applications are due December 6, 2020 and will be reviewed at the December AHRC meeting. Commission members discussed various outlets to advertise this award so that a good pool of applicants can be collected.

The MLK celebration will be held virtually on January 18, 2021 from 6:30pm – 7:30pm.

Update on ICRC complaint form link in other languages and formats: The form is specific to ICRC, so any changes need to be considered and made by ICRC. Commission members asked that language be added to the AHRC website explaining how the form can be completed in other languages. Deb will follow up on this.

Updates on revisions to AHRC literature and City website and brochures

- **Good Neighbor brochure**
- **Diversity and Inclusion webpage**

Susan Gwiasda, City Public Relations Officer, requested AHRC's input on the Good Neighbor brochure and the City's Diversity and Inclusion webpage.

AHRC input on the brochure:

- Larger font size (12 point)
- Add language about medical care and/or the hospital
- Add more descriptive language about the Ames on the Go app.

AHRC input on the Diversity and Inclusion webpage:

- Too much text/overwhelmed with words
- Identify what has been done since the proclamation was adopted
 - Give examples, photos, hyperlink videos (inclusive sidewalk, Pridefest)

Discussion ensued about including pronouns to the AHRC site and extending that to the Mayor and Council. Normalizing pronouns helps to get to know a person and avoid mis-gendering people.

Postings and Social Media Content Ideas: Jill shared that in her research she found Iowa City's policy as a potential example to use. Deb stated she would share it with the Public Relations Officer and City Attorney for further review. Leslie provided examples of other considerations such as closed captioning for video, alternate text.

Commissioner Announcements: Wayne thanked Jill and the Building Inclusive Organizations Committee for the wonderful speakers they lined up for this year's symposium. He shared that a powerful speaker is being sought for the MLK Day celebration.

Jill complimented the symposium and speakers. She also noted that she and Wayne talked with Margo Foreman about diversity and inclusive work with staff.

Next Meeting: December 17, 2020 at 5:30pm.

Adjournment: Meeting adjourned at 7:20pm.