

HUMAN RIGHTS COMMISSION
Regular Meeting Minutes
April 3, 2025

A meeting of the Human Rights Commission was held at 5:30 P.M. in the Council Chambers.

Commissioners Present

Paula Crandell
Mandy Engel-Cartie
Billy Oyadare
Chris Courtney
Camrie Miranda
Tito Parker (Chair)
Garie Lewis
Terri Parish McGaffin

Commissioners Absent

Madgy Swain (excused)
Val Uken (excuse)
Dolf Ivener (excused)

Staff Present

Karen Mackey (Director)
Connie Anstey (Legal)
Jessica Ryan (Investigator)
Tani Russell (Administrative Secretary)
Samantha Kappler (Clerical)
Gina Pachicano (Clerical)

Staff Absent

1. Roll call.

The meeting was called to order by Mr. Parker at 5:30 p.m. Ms. Engel-Cartie attended via Zoom, arriving at 5:32 p.m.

2. Citizen Concerns.

None.

3. Approval of Minutes.

Mr. Lewis motioned to approve the meeting minutes from March 5, 2025, and the Special Session on March 13, 2025; Ms. Crandell seconded. All voted in favor.

4. Approval of the Sioux City Human Rights Commission Memo to the City Council.

Ms. Parish McGaffin motioned accepting the Sioux City Human Rights Commission Memo to the City Council as drafted; Mr. Lewis second, all voted in favor.

5. Closed Session.

Ms. Miranda motioned to go into a closed session of the Commission to review or discuss records which are required or authorized by Iowa Code Section 21.5(1)(a) or (f) or federal law to be kept confidential. Ms. Crandell Seconded. All voted in favor.

Ms. Engel-Cartie motioned to return to the open session, Mr. Lewis seconded. All voted in favor. After returning to the open session, Ms. Miranda motioned to accept staff's findings of probable cause in housing case no. 11-1647; Mr. Courtney seconded, all voted in favor.

6. Upcoming Events.

The Fair Housing Tenant Workshop will be at the Sioux City Public Museum on April 22, 2025, from 6 p.m. to 8 p.m.

Landlord and Property Manager Training will be at the Sioux City Public Museum on April 24, 2025, from 1:00 p.m. to 4 p.m.

The Human Rights Commission will host Informational programming in May about the current legal protections for the LGBTQ Community. TBD.

7. Staff Reports.

Ms. Mackey discussed the staff activities for the month of April 2025. (Director's report for May 2025 attached)

8. Old Business.

The Director's review committee has been given permission by the City Human Resource Department to use Qualtrics for the review process.

9. New Business.

Ms. Anstey discussed current legislation at the state level that would impact the Human Rights Commissions work.

10. Adjournment.

There being no further business, the meeting was adjourned at 6:57 p.m.

Respectfully Submitted:
Tani Russell
Administrative Secretary



Director's Report May 2025

On April 14th the City Council decided to amend their vote to reduce the Commission's FY26 budget from a \$140,000 reduction to a \$35,480 reduction. As a part of this, we would lose our two part-time HUD-funded Clerical Assistants as of July 1st and between then and now those positions would each be reduced to 15 hours per week. After July 1, HUD funds would only be used towards our three full-time staff. While this is not an ideal compromise and may affect our numbers going forward, we will be able to keep our doors open.

Meetings/Events

April 1—Tani and I attended a meeting at the Museum with community members and their accreditation body.

April 7—Staff and I attended the City Council meeting.

April 9—I participated in a meeting of the League of Human and Civil Rights Agencies.

April 9—Tani attended the monthly Memorial March Committee meeting.

April 9—I attended the monthly CINCF meeting.

April 9—Jessica and I attended the annual Tolerance Week dinner.

April 10—I participated in the monthly Growing Community Connections meeting.

April 11—Vacation day.

April 11—I responded to an email from Council member Alex Watters.

April 11—I presented at the LGBTQ+ Healthcare training at Briar Cliff University.

April 12—I was on a panel at the ReMatriation Futures Symposium at ISU.

April 13—I contacted Council member Alex Watters.

April 14—HRC Chair and I met with Alex Watters and Teresa Fitch (Finance Director).

April 14—Staff and I attended the Council meeting.

April 16—Sick day.

April 17—I participated in the Urban Native Center board meeting.

April 21—Jason Allen (Transit) and I met with a transit customer offsite.

April 22—I was interviewed by KWI radio about Cinco de Mayo along with members of the local Mexican-American community.

April 22—I presented at our Tenant's Rights workshop at the Public Museum.

April 24—I presented at our Landlord/Property Manager Workshop.

April 25—I participated in a meeting with representatives from the University of Iowa.

April 25—I attended the monthly DRC meeting.

April 29—Sick day. (surgery)

April 30—Sick day (recovery)

Calls		53
Walk-ins		5
Referrals	Discrimination agency	1
	Non-discrimination related	0
Complaint forms distributed		
New cases filed		2