

HUMAN RIGHTS COMMISSION
Regular Meeting Minutes
December 4, 2025

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

Commissioners Present

Sandra Bass
Chris Courtney
Dawn Kirkpatrick
Tito Parker (Chair)
Laury Lau
Terri Parish McGaffin
Jessica Lopez-Walker
Paula Crandell

Commissioners Absent

Val Uken (Vice Chair)
Mandy Engel-Cartie
Garie Lewis

Staff Present

Karen Mackey (Director)
Connie Anstey (Legal)
Tani Russell (Administrative Secretary)
Jessica Ryan (Investigator)

Staff Absent

1. Roll call.
The meeting was called to order by Mr. Parker at 5:34 p.m. Commissioners introduced themselves to the guests and new commissioner Ms. Bass.
2. Citizen Concerns.
None.
3. Approval of Minutes.
Ms. Parish McGaffin motioned to approve the meeting minutes from November 6, 2025; Ms. Crandell seconded the motion. All voted in favor.
4. Closed Session.
No closed session.
5. Upcoming Events
The Universal Human Rights Day War Eagle Award will be on December 10th, 2025, at the Sioux City Public Museum at 6 p.m.

The Faces of Siouxland Multicultural Fair will be held on March 29, 2026, at the Sioux City Convention Center from noon to 4 p.m. Ms. Mackey discussed that because of the support of City Council we are able to host the event. However, due to less staff, we need the Commissioners' volunteer support to assist with the event. Ms. Crandell and Ms. Engel-Carite volunteered to apply for a micro-grant. Ms. Mackey is in favor of an application for a micro-grant and said the application would need Council approval before submission.
6. Staff Reports.
Ms. Mackey discussed the staff activities for the month of November (Director's November report is attached) Ms. Mackey discussed the two-month effort trying to secure a student intern. A student intern will be starting in mid-January.
7. Old Business.
Ms. Mackey discussed the progress on the formation of the HRC Advisory Committee.

8. New Business.

The monthly HRC Commission budget report was distributed to the Commission for review. No questions or comments by the Commissioners.

9. Adjournment.

There being no further business, the meeting was adjourned at 6:50 p.m.

Respectfully Submitted:
Tani Russell
Administrative Secretary



Director's Report December 2025

The 23rd Annual Memorial March to Honor Lost Children and accompanying trainings were held the week of Thanksgiving. The March is held to memorialize three local Native children who died while in foster care. On November 24th Tani and I attended a training on "Healing Centered Engagement" and on November 26th, Jessica, Tani and I attended "QPR Suicide Prevention" and "Writing to Heal" training. On the 27th Tani participated in the actual Memorial March.

We are still addressing the issue of hiring a part-time Student Intern. Hopefully this will be resolved soon.

Meetings/Events

November 5—I participated in a meeting of the Memorial March committee.

November 5—I attended the CINCF meeting at the Public Museum.

November 6—I attended a Zoom training, "Messages, Messengers, and Mediums."

November 7—Jessica attended in person (and I attended via Zoom) the state Early Childhood Iowa (ECI) meeting in Des Moines. The state board was planning to make ECI changes that would negatively impact Siouxland.

November 10—I attended the City Council meeting. Sandi Bass was interviewed for a spot on the Commission and our contract with the Iowa Office of Civil Rights was approved.

November 11—Holiday

November 14—I met with two potential Complainants.

November 17—I attended the City Council meeting. Sandi Bass was appointed to the HRC.

November 19—Tani and I participated in the Memorial March committee meeting.

November 19—I participated via Zoom in the IA SAIL meeting.

November 20—I attended the MRHD Christmas grant announcement at the Hard Rock.

November 20—I participated in the monthly Disabilities Resource Center meeting via Zoom.

November 24—Tani and I attended training at Briar Cliff University.

November 25—Tani, Jessica and I attended training at Briar Cliff University.

November 26—Tani represented the HRC by participating in in the Memorial March.

November 26—Tani, Jessica and I attended the memorial meal following the March.

November 27-28—Holidays

Calls		17
Walk-ins		3
Referrals	Discrimination agency	0
	Non-discrimination related	0
Complaint forms distributed		7
New cases filed		1