

January 30, 2021

Mayor Green,

After much deliberation I am writing to notify you that I am resigning from the Cedar Falls Human Rights Commission effective immediately. I stepped into the role of Chair in an effort to help support and lead the commission in our mission to protect human rights and promote diversity and equity for all through advocacy, education, and outreach. In the few months I have been in that position, I have worked to put together an action plan that moves this mission forward and asked our commissioners to step in as point people for the number of actions we are hoping to achieve. I have also taken action on a number of items myself which I have shared with the commissioners in our correspondence and at meetings. It is my hope that the commission continues to work on these actions and I certainly want to be a partner in these efforts as a citizen of Cedar Falls so please reach out to me if you think I can be a resource or support moving forward.

I also have a recommendation for the city to consider. I recommend that the city hire a full-time human rights commission position that is solely dedicated to the mission. This position should be in addition to the support that is already provided by the city. To give some clarity/reference to and for this recommendation, as a chair I typically spent 20 hours a week devoted to commission-related activities and I felt like I was barely scratching the surface to the work that needs to be done to move this community forward.

Thank you for the opportunity. It is certainly not without a heavy heart that I conclude this letter to you.

Sincerely,

Nicole Winther