



CITY OF IOWA CITY MEMORANDUM

Date: May 14, 2015
To: Geoff Fruin, Assistant City Manager
From: Stefanie Bowers, Equity Director *Stefanie Bowers*
Re: Diversity Implementation Update and Status on Racial Equity and Diversity Initiative.

Introduction

This memo serves as an update for the ongoing staff responsibilities of the Ad Hoc Diversity Committee's recommendations that were adopted by way of resolution in June of 2013. It also provides the most recent activity on the 2013 Equity Report Action Plan and the Racial Equity and Diversity Initiatives adopted by resolution in February of 2015.

Diversity Implementation Form

The recommendations set forth by the Ad Hoc Diversity Committee in the spring of 2013 and implemented by a City Council resolution in June of 2013 have been reported out in what staff termed the diversity implementation form (DIF). The DIF is a table that provides the Ad Hoc Diversity Committee's recommendations and the status of these recommendations. Although the DIF works well for reporting on the status of the recommendations of the Ad Hoc Diversity Committee, over time it has become less effective in providing updates for ongoing recommendations or for adding new initiatives that the City has adopted since June of 2013. Due to this issue, staff will redesign the existing DIF.

A new and improved DIF is a staff priority. Staff plans on working with the Government Alliance on Race and Equity (GARE) in creating a "reporting out" mechanism/DIF that is user friendly to the community and to City Council. It will also allow for recommendations, actions plans or initiatives to be categorized by area and provide outcomes and any timelines related to the recommendation, action plan or initiative.

Quarterly Update on the Diversity Implementations of the Ad Hoc Diversity Committee

The Police Department is participating in community outreach, community policing models, cultural competency training and community partnerships. The Police Department has also extended outreach to educate community members on knowing their rights under the law. A complete list of the Police Department's activities follows this memo (*DIF Reporting for ICPD 1st Quarter 2015*).

2013 Equity Report Action Plan and the 2015 Racial Equity and Diversity Initiative

- The first Council Listening Post was held on May 7 at the Iowa City Public Library Meeting Room A. Mayor Hayek and Mayor Pro-Tem Mims represented the Council. Approximately a dozen community members were in attendance.
- The City Manager, Assistant City Manager, Police Chief and Equity Director along with representatives from the Black Voices Project, the Coalition for Racial Justice, the Iowa City Commission on Human Rights, and the Center for Worker Justice of Eastern Iowa have met twice for roundtable discussions. The roundtables have been very helpful to staff in terms of providing input on city programs and services. Advice from participants of the roundtable led to the translation of Resolution 15-57, which approves the 2013

Equity Report Action Plan and the 2015 Racial Equity Diversity Initiative, into Arabic, Mandarin Chinese and Spanish.

The first roundtable saw many topics discussed—police, education, and employment. At the most recent roundtable participants developed a list of topics to be discussed in the future. It was decided that the May roundtable topic will be on communication and ways the City can best spread the word to the community on City services, policies, programs, and events. This topic was selected first because communication is essential in terms of all that we do as a community and as a city.

- The Police have expanded *Coffee with a Cop* to different areas of the community including most recently at the Broadway Neighborhood Center. In the future, *Coffee with a Cop* will include a Spanish speaking officer present as schedules permit.
- The Police Department is still awaiting a response from the United States Department of Justice on their inquiry to participate in the Building Community Trust and Justice Program.
- The Police Department offers ride alongs to members of the community who wish to participate in order to encourage relationship building and trust between law enforcement and the community it serves.
- The expansion of body-mounted cameras within the Police Department and the development of appropriate rules and regulations for the use of the technology will be presented by the Police Department in a separate memo to the City Council at a future date. Staff will pursue public education about cameras and related policies in the coming months.
- The Police Department continues to participate in the study on disproportionate minority contact (DMC) in traffic stops with Dr. Barnum of St. Ambrose University. Dr. Barnum will report on the most recent data (2013 and 2014) at a future City Council work session planned for either late fall or winter, depending on Dr. Barnum's schedule.
- Staff is unaware of any conversations or actions related to encouraging the expansion of the Citizens Police Review Board to other jurisdictions within Johnson County.

A program has been produced by City Channel 4 staff that explains the history and function of the Citizens Police Review Board.

Later in May, the name of the Board will be changed to the Community Police Review Board per the recommendation of the City Charter Review Commission to discontinue the use of the word "citizen" whenever possible.

The annual Citizens Police Review Board Community Forum was held at the Iowa City Public Library Meeting Room A on April 28. The forum had approximately 20 attendees. The purpose of the forum is to hear community members' views on the policies, practices and procedures of the Police Department.

In the summer of 2015, the City Manager will review his role in the Citizens Police Review Board complaint process. Specifically, as it relates to his participation in the interviews of officers accused of misconduct. The original recommendation requires for the City Manager to conduct this review to ensure it is producing the intended results.

- Staff of Transit, Parks and Recreation and Human Rights participated in a training on *Intercultural Communications: Moving from Conflicts to Collaborations* in January.

Approximately 60 City staff participated in training on *Diversity in the Workplace* in February.

Staff of Human Rights, Human Resources, Police, and Transit participated in a *White Privilege* training conducted by Dr. Eddie Moore Jr. in February. Currently, the Human Rights and Human Resources Departments are working with Dr. Eddie Moore Jr. in scheduling implicit bias training to all City staff by the end of 2015.

Staff of the Communications, Police, and Human Rights Departments participated in *Building Our Global Community* with the University of Iowa International Center in April.

On May 4, the Police Chief, Neighborhood Services Coordinator and Equity Director traveled to Dane County, Wisconsin to meet with Dane County officials on jail diversion programs, disproportionate minority contact, and a restorative justice program that Dane County officials will be launching soon and focuses primarily on lower income neighborhoods. The trip was planned by the Johnson County Board of Supervisors.

- Staff has supported, attended or participated in community activities and programs that support City goals of engaging with members of historically underrepresented groups.

On January 19 City Council members and staff of the Human Rights and Police Departments attended the Martin Luther King Jr. *Stride Toward Progress* event at Grant Wood Elementary.

In February, the Police Department participated in the *Adopt a Cop* initiative with the Iowa City/Cedar Rapids Alumnae Chapter of Kappa Alpha Psi Fraternity's Youth Leadership League.

Representatives of the Racial Coalition for Justice, The Dream Center and staff of the Police and Human Rights Departments viewed a webinar on *Race, Community and Policing: Working within Police Departments to Achieve Racial Equity*.

More recently, representatives from the City Council, City Manager's Office, Fire and Police Departments attended a luncheon hosted by The Kingdom Center upon the invitation of Pastor V. Sterling Allen.

Some upcoming activities and events include City staff attending and also serving as vendors at the 5th Annual Iowa City Juneteenth Celebration. City staff including the Fire and Police Chiefs will also attend a fellowship at New Creations International Church by invitation of Pastor Anthony Smith.

- In April, Johnson County passed a resolution for the creation of Community Identification Cards (CID). The City will partner in the further refinement of the procedures and application of use for the CID and will participate financially.
- City staff has been in communications with Julie Nelson of GARE and are working out the details of a Memorandum of Agreement. GARE's Racial Equity Scorecard requires the assistance, data and resources of other municipalities and entities in the Johnson County area. City staff will reach out to those municipalities asking them to join GARE.
- The City Clerk has been including the meeting minutes of the Criminal Justice Coordinating Committee of Johnson County in City Council Information Packets.
- The City has been collecting data on the race and ethnicity of individuals who apply for employment with the City through the new MUNIS Enterprise Resource Planning System. The data is voluntarily submitted by the applicant. The data started being

collected January 1 and will be collected through December 31 of this year and reported on in 2016.

On February 24, the City sponsored a seasonal employment fair at Mercer Park Aquatic Center (Mercer). Over 50 individuals attended this event. Brochures were available to attendees that explained collective bargaining and civil service. The City used its recently created diversity email list-serve to send out notice and mailings of this job fair to a larger segment of the Iowa City population. Complimentary bus passes were available to those who needed transportation to attend.

Parks and Recreation held a job fair on March 25 at Mercer for those looking for summer or year round part time positions with the Department. The fair ran from 6-8 p.m. that evening. It was advertised at many locations in Iowa City including City High, West High, Tate High, Neighborhood Centers of Johnson County, Mayor's Youth Empowerment Program, the City's website and social media. Nine applications were received from participants. Parks and Recreation will host additional seasonal employment fairs with interviews conducted onsite in the future.

- The City has been collecting data on the race and ethnicity of individuals who apply for appointments on City boards/commissions through a voluntary survey that is a part of the application. The data started being collected January 1 and will be collected through December 31 of this year and reported on in 2016.

The Equity Director has been conducting training with current City board/commission members on how to increase the racial and ethnic applicant pool of those who apply for their respective boards/commissions. To date trainings have been completed with the Library Board of Trustees, Citizens Police Review Board, Parks and Recreation Commission and the Public Art Advisory Committee.

- City staff plan on working with GARE in the creation of a racial equity impact review tool for City budgets, programs, policies and services. Staff has collected preliminary information from other jurisdictions working on racial equity and using a racial equity impact review tool.
- The Police and Fire Departments have collaborated with Diversity Focus this year in sponsoring the Youth Explorer program. The program, which commenced in March has two primary goals: 1) establish and create meaningful relationships between youth in this community and law enforcement/fire fighters; and 2) expose youth to careers in both departments with the hope of encouraging them to explore careers in either field. For further information on the Youth Explorer Program. [see DIF Reporting for ICPC 1st Quarter 2015.](#)
- To increase awareness of the options available to file complaints of discrimination against the Police Department or other City services, programs or operations, the Police have participated in educational programs to increase community knowledge of one's rights and options under the law. [see DIF Reporting for ICPC 1st Quarter 2015.](#)

The Human Rights Office recently completed its biannual mailing to area agencies which included brochures and pamphlets in English, Spanish, Mandarin Chinese and Arabic called *Know Your Rights*. Mailings also included the brochure for the Citizens Police Review Board (English and Spanish).

A voice-over advertisement for the Human Rights Department in Spanish was recently produced by City Cable Channel 4. The advertisement provides contact information to persons who believe they have been discriminated against here in Iowa City.



TO: Stefanie Bowers
FROM: Captain Douglas S. Hart
RE: DIF Reporting for ICPD 1st Quarter 2015
DATE: March 20, 2015

ICPD's DIF Reporting for the first quarter of 2015 is below.

COMMUNITY OUTREACH: Documentation of any participation of an event, attended or presented, by a Department Member to a community member or organization.

36 ICPD Officers attended 99 events in the first quarter of 2015 totaling 216.5 hours and made contact with approximately 3,634 community members. Of particular note are: attendance at Grantwood Elementary school for a Martin Luther King Day celebration by several Officers, 19 community member ride-alongs, 3 on 3 basketball with community youth at Southeast Jr. High, assistance at several Special Olympic events, 2 Coffee with a Cop events, and attendance at Bowl for Kid's Sake.

COMMUNITY POLICING MODEL: The community policing model encourages agencies to work proactively to develop solutions to the underlying conditions contributing to public safety problems. Documentation can include one of the following: (1) Coordinated Departmental, Division, or Watch efforts where the goal or objective is to limit criminal opportunities and access to victims, increase guardianship and associated risk with unwanted behavior (2) any participation of an event, attended or presented by a Department Member with a community member or organization where the goal or objective is to limit criminal opportunities and access to victims, increase guardianship and associated risk with unwanted behavior.

6 ICPD Officers participated in 202 community policing events in the first quarter of 2015 totaling 89.95 hours and made contact with 806 community members. Of particular note are: multiple daily visits to the WET shelter by Officers assigned to the Evening Watch, Late Night Watch, and Street Crime Arrest Team.

CULTURAL COMPETENCY TRAINING: Documentation of any training by a Department Member involving cultural competency. Cultural competency training refers to training directed at an ability to interact effectively with people of different cultures, ethnicity, and socio-economic backgrounds.

All sworn ICPD Officers attended 4 hours of Cultural Competency Training at the yearly Multi-Agency Training Sessions. This year's presenter was Chad Simmons from Diversity Focus. Additionally, 5

Officers attended 8 other cultural competency related trainings. This includes: Special Needs Populations, Collaborating with Community Partners to Protect Children of Arrested Parents, Customer Smart Training, Diversity in the Workplace, Understanding, Respecting, Connecting: Racial Consciousness in Our Work and Our Workplaces, and Procedural Justice.

Recognizing the importance of conflict resolution, ICPD sent 5 Officers to 8 hours of Verbal Judo training. Verbal Judo Training is an opportunity for Officers to learn skills to prevent potential conflicts from escalating out of control. Currently all Officers attending basic training at Iowa Law Enforcement Academy receive 8 hours of verbal judo training.

PUBLIC EDUCATION EFFORTS ON RIGHTS: Documentation of any participation of an event, attended or presented by a Department Member to a community member or organization where focus is on education of one's rights.

9 ICPD Officers participated in 26 public education efforts on rights in the first quarter of 2015 totaling 73.5 hours and made contact with 1,349 community members. Of particular note is Officers attending Images of The 1963 March On Washington presentation.

COMMUNITY PARTNERSHIPS: Documentation of any partnership between the Department and another Community Organization. Events or meeting for these partnerships can be documented in the same tab as the partnership.

ICPD worked within 31 community partnerships that led to attendance at 91 events by 12 officers who spent 196 hours with 297 community members. Of note is the Department's partnership with Iowa City Fire Department, Johnson County Ambulance Services, Diversity Focus, The Dream Center, and Learning for Life in the development of a Johnson County Public Safety Explorer Program. This program will start with a recruitment effort on March 25, 2015 and proceed throughout the remainder of the year with selection of participants, monthly meetings, and a Youth Academy. It is anticipated that enough training will take place with selected cadets that they can assist the community with service projects this summer.

ICPD Community Partners

Crime Prevention

Restorative Justice Committee- Agencies working together to share ideas/programs regarding youth in Johnson Co. (Iowa City Community Schools, Department of Corrections, Mediate Iowa, Neighborhood Centers of Johnson Co, Domestic Violence Intervention Project, Southgate Management, Parkview Church (The Spot), Iowa City Public Library, Four Oaks, Shelter House, Department of Human Services).

Safe Kids Johnson Co- Community members working together to prevent unintentional injury to youth ages birth through 17 years.

National Night Out: Heighten crime and drug prevention awareness, generate support for and participation in neighborhood anti-crime programs, strengthen neighborhood spirit and police-community partnerships, send message to criminals letting them know that neighborhoods are organized and fighting back. Partners: Johnson County Neighborhood Centers, Department Of Corrections, Iowa City Fire Department, Crime Stoppers, Domestic Violence Intervention Program, Department Human Services, Target, Hy-Vee, and others.

Johnson County Public Safety Learning for Life Post: providing an avenue for area youth interested in searching the possibility to become a police officer/firefighter/medic in Johnson County via partnership with Iowa City Police Department/Iowa City Fire Department/Johnson County Ambulance Services as well as the Iowa City Community School District, Dream Catchers, and Diversity Focus.

Citizen Police Academy: All Law Enforcement Agencies in Johnson Co come together to share insight into the Law Enforcement Community.

Blue Zone Walking School Bus Committee

Safety Village: All County Law/Fire, Iowa City Community School District, Mercy Hospital, Johnson County Ambulance Services, Joint Emergency Communications Center, University of Iowa Research Center, Several Community business/individuals: 2 week summer camp designed to present safety topics to 45-6-7 year olds + various events throughout the year.

Special Olympics: Fundraising/Outreach with University of Iowa Police Department, Johnson County Sheriff's Office, Coralville Police Department, University of Iowa, and community business.

Evening Watch

Polar Plunge for Special Olympics.

Administration

Race Relations Round Table Discussion. Discussion on race relations between City Departments, Schools, and the Community. This group will meet monthly.

Disproportionate Minority Contact Committee partnership to review, educate, and look for resolutions of disparity in Johnson County.

CORE Management Partnership to Reduce suspensions for “defiance / disrespect” by 50%, Reduce office referrals for “tardiness” by 75%, and Revise and implement with fidelity our procedure for engaging law enforcement in school discipline matters in the ICCSD.

Downtown Liaison

Iowa City Downtown District - [T]o champion the Iowa City Downtown District as a progressive, healthy, and culturally vibrant urban center of the region.

Local Homeless Coordinating Board - The Local Homeless Coordinating Board is a community collaboration dedicated to preventing homelessness in Johnson County, Iowa.

Investigations

JCMADTF-Johnson County Multi-Agency Drug Task Force-This is a board that consists of Chiefs and Department leaders from the Iowa City Police, Coralville Police, Johnson County Sheriff’s Office, North Liberty Police Department, University of Iowa Police Department, Washington County Sheriff’s Office, Iowa County Sheriff’s Office and Department of Narcotics Enforcement. This board oversees the operations of the local narcotics task force. Each of the departments listed has an officer assigned to the task force.

NCVRW-National Crime Victim Rights Week-National Crime Victim Rights week is April 19-25, 2015. This committee was formed after Iowa City Police Department Lt. Mike Brotherton applied for and was awarded a federal grant to host a week of activities supporting victims and bring awareness to victims of crime. The grant is a sub grant awarded by the National Association of Victims of Crime Act Assistance Administrators under a Victims of Crime Act (VOCA) grant from the Office for Victims of Crime, Office of Justice Programs, and U.S. Department of Justice. The theme is “Engaging Communities, Empowering Victims.”

JCCADV-Johnson County Coalition Against Domestic Violence-The Johnson County Coalition Against Domestic Violence is a collaboration of community organizations and individuals committed to ending domestic violence. The core group consists of the following agencies : Iowa City Police Department, Coralville Police Department, Johnson County Sheriff’s Office, Sixth Judicial District Department of Corrections, Domestic Violence Intervention Program (DVIP), Johnson County Attorney’s Office, Iowa Legal Aid of Iowa City. There are other miscellaneous victim advocates agencies which participate. The Iowa City Police Department’s Domestic Violence Investigator is the representative for this group.

AVCM-Anti-Violence Coalition Meeting-The mission of this group is to formulate plans to approach interpersonal violence that is occurring on campus and collaborate with near-by agencies. This group is headed up primarily by the University of Iowa and Victim Services organizations.

ISCIA-Iowa Sex Crimes Investigators Association-This is a board of 7 members from various agencies across the state that organizes and plans a 4 day conference that is held each February in Des Moines. The conference is to provide training and information related to sexual assault related investigations.

SART-Sexual Assault Response Team-This is a board that consists of members from the Iowa City Police Department, Johnson County Sheriff's Office, North Liberty Police Department, University of Iowa Police Department, Rape Victim Advocacy Program, St. Luke's Child Protection Center, Mercy Hospital, Sexual Assault Nurse Examiner and Johnson County Attorney's Office. The board has developed policies and procedures in how sexual assault investigations are handled in our county.

DAIT-The Domestic Abuse Investigative Team is a group of local area law enforcement agencies, Johnson County Attorney's Office, Sixth District Judicial Department of Corrections, Department of Human Services, Domestic Violence Intervention Program, and other victim advocate agencies. The team meets monthly and discusses current and past cases which create charging and prosecution issues plus victim safety issues. The group stays current with new investigative and prosecution techniques, trends and laws which are forwarded to the member's organizations. The Iowa City Police Department's member is the Domestic Violence Investigator.

MGIA-Midwest Gang Investigators Association-This is a meeting held in the Midwest that consists of officers from various departments across the Midwest. They focus on local and regional gang activity. The meeting is a place to discuss current drug and gang violence trends.

Georgetown-The Georgetown group consists of a juvenile court judge, an Iowa City Police Detective, a Juvenile Court supervisor, an Iowa City School Social Worker, the DMC coordinator and an employee from a local non-profit organization, Big Brothers/Big Sisters. The Georgetown group has already implemented a pre-arrest diversion program for juveniles in reference to disorderly conduct investigations and continues to address issues of disproportionate minority contact among juveniles.

Survivors Board Meeting-This is a board that consists of various members that help establish protocols for the Horizon's Survivor's Program. This is a program that assists law enforcement agencies by providing advocacy and support to the surviving family members of homicides and/or violent crimes.

ISCIA Iowa Sex Crime Investigators Association-This is a board of 7 members from various agencies across the state that organizes and plans a 4 day conference that is held each February in Des Moines. The conference is to provide training and information related to sexual assault related investigations.

SAIT-The Sexual Abuse Investigative Team is a group of local area law enforcement agencies, Johnson County Attorney's Office and victim advocate agencies. The team meets monthly and discusses current and past cases which create charging and prosecution issues. The team also stays current on investigative and prosecution techniques, trends and laws and presents these to the member's organizations. The Iowa City Police Department has an investigator assigned to this team.

Elder Abuse Meeting-This is a group of people from social services as well as law enforcement that meet to discuss elderly people in need of assistance. This could be related to abuse from others, self-abuse from people not willing or unable to take care of themselves, or elderly clients that have financial problems prohibiting them from getting services or assistance. This group focuses on local elderly clients from the Johnson County area.

Domestic Violence Panel-There are times that groups or organizations want a presentation or panel of experts in the domestic violence field. These presentations are formed on request. The panel usually consists of the Iowa City Police Department's Domestic Violence Investigator, member(s) of the Domestic Violence Intervention Program, member(s) of the medical profession and mental health field. There are other miscellaneous professions or victims of domestic violence which may be part of the panel.

Victim Mediation-The victim/mediation group is a new program, from the restorative justice model, and the primary goal is getting the offender and victim in a mediation process. This can be done in pre-arrest or post-arrest setting.

Juvenile Court Case Review-An Iowa City Police Detective has routine meetings with juvenile court to process on-going investigations, juvenile offenders and the dispositions of their cases.

ARIDE-This is a class that is put on in our area by Sgt. Batcheller and other Drug Recognition Experts in the area. They focus on teaching officers to recognize impaired drivers. Officers from all over the state attend this training.

Late Nights

Homeless Count with Veterans Administration.

	Events	Hours	Number of Comm. Contacts	Number of Officers
Community Outreach				
Days	8	17.5	632	4
Evenings	20	46.83	340	8
Late nights	14	57	90	11
Investigations	8	23.5	119	7
Crime Prevention	28	39	815	1
Downtown Liaison	4	6.75	33	1
Neighborhood Resource	10	17	1340	1
Administration	7	9	265	3
Total	99	216.58	3634	36
Community Policing				
Days	0	0	0	0
Evenings	59	14.75		
Late nights	106	42.5		
Investigations	7	5.25	89	3
Crime Prevention	17	10.5	157	1
Downtown Liaison	12	14.95	553	1
Neighborhood Resource	1	2	7	1
Administration	0	0	0	0
Total	202	89.95	806	6
Cultural Competency Training				
Days	1	68	all officersx4 hours	
Evenings	1	76	all officersx4 hours	
Late nights	1	80	all officersx4 hours	
Investigations	1	56	all officersx4 hours	
Crime Prevention	1	4		1
Downtown Liaison	1	4		1
Neighborhood Resource	1	4		1
Administration	9	41		5
Total	16	333		
Public Education Efforts on Rights				
Days	0	0	0	0
Evenings	7	8	380	5
Late nights	2	6	17	
Investigations	5	41	182	2
Crime Prevention	9	15	495	1
Downtown Liaison	0	0	0	0

Neighborhood Resource	3	3.5	275	1
Administration	0	0	0	0
Total	26	73.5	1349	9

Community Partnerships

Days	0	0	0	0
Evenings	2	2	1.75	
Late nights	1	2	6	15
Investigations	20	25	62	272
Crime Prevention	8	52	101	
Downtown Liaison	2	3		25
Neighborhood Resource	1	1	1	
Administration	4	8	30.5	
Total	38	93	202.25	297

*polar plunge/special Olympics twice-
Explorers 3x