

AGENDA
HUMAN RIGHTS COMMISSION
HELLING CONFERENCE ROOM, CITY HALL
August 18, 2015
5:30 P.M.

1. Call Meeting to Order/ Roll Call
2. Approval of Minutes from July 21, 2015 meeting
3. Public Comment of Items Not on the Agenda
4. Old Business:
 - a. Commission Action Plan 2015
 - i. Education Programming Update (Hart)
 1. Affordable Housing Panel Discussion (October 5)
 - ii. Education Outreach Update (Ghoneim)
 - iii. Community Outreach (Hanrahan)
5. Upcoming Events/Programs:
 - a. Human Rights Awards Breakfast (October 28)
6. Reports:
 - a. Johnson County Americans with Disabilities Act Celebration (July 25) (Olmstead, Ghoneim)
 - b. Council for International Visitors to Iowa City (August 10) (Olmstead, Retish)
 - c. Making Iowa City a Human Rights Community (Olmstead, Coulter, Hanrahan)
 - d. Job Fair (Retish)
 - e. Education Subcommittee (Retish, Olmstead, Hanrahan)
 - f. Building Communities Subcommittee (Townsend)
 - g. University of Iowa Center for Human Rights Board (Ghoneim, Olmstead)
 - h. Racial Equity & Diversity Initiative (Bowers)
 - i. Commission
 - j. Staff
 - i. ADA Compliance in places of Public Accommodation
7. Set Next Regular Meeting Date: September 16 at 5:30 pm
8. Adjourn

The Human Rights Commission meetings follow the Iowa City Community School District closings for inclement weather except for early dismissals for heat.

Minutes

Preliminary

Human Rights Commission July 21, 2015 – 5:30 PM Helling Conference Room

Members Present: Kim Hanrahan, Orville Townsend Sr, Ali Ahmed, Harry Olmstead, Paul Retish, Shams Ghoneim, Edie Pierce-Thomas.

Members Not Present: Joe Coulter, Stella Hart.

Staff Present: Stefanie Bowers.

Recommendations to Council: No.

Call to Order:

Hanrahan called the meeting to order at 5:32 p.m.

Consideration of the Minutes from the June 16, 2015 Meeting Date:

Motion Townsend, seconded by Pierce-Thomas. Motion passed 4-0. Hanrahan, Olmstead abstained (not at June meeting). (Ghoneim not present).

Meeting Business (Ghoneim present 5:37)

Annual Report for FY15

Commissioners approved the annual report. It was noted that in the future it might be helpful to lay out complaint statistics in a different format. Bowers will check with possible alternative ways to report out on statistics but mentioned that often times a complainant will check more than one characteristic as opposed to just one, for example, race and color or disability and religion which makes it more difficult to place in categories.

Commission Action Plan 2015

Education programming

The tentative date for a program on affordable housing is October 5 at the Iowa City Public Library meeting room A. As the program develops additional information and details will be provided. Pierce-Thomas asked that the Housing Authority Director be asked to participate.

Education Outreach

Ghoneim recently presented to the Consultation of Religious Communities. The presentation that discussed the purpose and function of the Human Rights Commission and was well received.

Ghoneim passed out brochures on two community organizations—ToGather [sic] Together and Johnson County Empowerment/Early Childhood Iowa to the Commission.

Community Outreach

Hanrahan attended the Juneteenth Celebration and reported that the turnout was terrific as were the services and programs offered at the event. Hanrahan was able to get some feedback/opinions about what it takes to create a human rights community from participants.

The Johnson County Americans with Disabilities Act Celebration (July 25)

Olmstead is speaking at this annual event being held on the Ped Mall. The event will offer live entertainment and a keynote from Tara Fall author of *Brainstorming: Functional Lessons from a Dysfunctional Brain*.

Reports

Construction/Trade Job Fair

Retish hopes to work with event planners to host another Job Fair in the near future that will offer a wider array of employers. Retish will work with other Commission members to do outreach to employers.

Iowa City Pride (June 20)

Coulter, Hart and Pierce-Thomas attended this event as representatives of the Commission.

Community ID Kick Off (July 17)

Olmstead and Townsend both participated in this event as representatives of the Commission and were given time to speak. Townsend noted the Kick-off was very well organized and the Community IDs will benefit many in the community.

Motion to have the Council or the Commission send a letter thanking the Center for Worker Justice for all its hard work, seconded by Ahmed. Motion failed 2-5. (Townsend, Hanrahan, Pierce-Thomas, Retish, Ghoneim in the negative) (noting that all organizations, persons, community groups and governmental agencies should be acknowledged).

Motion Olmstead to speak on behalf of the Commission at the Johnson County Board of Supervisors meeting on Thursday, July, 23 to thank all those who helped with making the Community IDs become a reality, seconded by Ahmed. Motion failed 1-6. (Townsend, Ahmed, Hanrahan, Pierce-Thomas, Retish, Ghoneim in the negative) (noting that all organizations, persons, community groups and governmental agencies should be acknowledged).

Council for International Visitors (July 21)

Hanrahan, Ahmed, and Olmstead met with State Department-sponsored international visitors for a discussion on human rights. The visitors came from Cote d'Ivoire, Ghana, Indonesia, Sri Lanka, Thailand, Gaza Strip and Estonia.

Human Rights Awards Breakfast (October 28)

The nomination forms for the awards will be available online in the near future along with a promotional flyer.

Building communities

Townsend reported on the hiring of two Black Administrators for the Iowa City Community School District.

Education Subcommittee

Hanrahan reported that the Equity Committee of the Iowa City Community School District meets monthly and is more active and more visible to the community and the District than in the past.

Commission

Olmstead reported that City Channel 4 will be covering the ADA Celebration being held on Saturday, July 25 on the Ped Mall. He also reminded Commissioners to attend the upcoming Resolving Disparities

in Johnson County for Youth of Color which is scheduled for July 29 and sponsored by the Disproportionate Minority Contact Committee.

Ghoneim spoke on a recent meeting of The Gazette Writers Circle who has just authored an article on “privilege”.

Hanranhan provided an update on the LGBTQ Summit recently held at United Action for Youth. Hanrahan provided pictures from the event and spoke of the possible reestablishment of a PFLAG (Parents, Families, Friends and Allies United with LGBTQ People to Move Equality Forward) in the area.

Staff

Bowers reminded Commissioners that the meeting for September has been changed from the 15 to the 16 because September 15 falls over Rosh Hashanah.

Adjournment: 6:47

Next Regular Meeting – August 18, 2015 at 5:30 p.m.

**Human Rights Commission
ATTENDANCE RECORD
YEAR 2014/2015**

NAME	TERM EXP.	(Meeting Date)												
		9/16/ 14	10/2/ 14	10/21/ 14	11/18/ 14	12/15/ 14	1/20/ 15	2/17/ 15	3/17/ 15	4/1/ 15	4/21 15	5/19 15	6/16 15	7/21 15
Edie Pierce-Thomas	1/1/2016	-	-	-	-	-	X	O/E	X	X	X	O/E	X	X
Joe D. Coulter	1/1/2016	X	X	X	X	X	X	X	X	X	X	X	X	O/E
Harry Olmstead	1/1/2016	X	X	X	X	X	X	X	O/E	X	X	X	O/E	X
Paul Retish	1/1/2017	O/E	X	O/E	O/E	X	X	X	X	X	X	X	X	X
Ali Ahmed	1/1/2017	O/E	X	X	X	X	O	X	O/E	X	X	X	O/E	X
Orville Townsend, Sr.	1/1/2017	X	X	X	X	X	X	X	X	X	X	X	O/E	X
Kim Hanrahan	1/1/2018	X	X	X	X	X	X	X	X	X	X	X	O/E	X
Shams Ghoneim	1/1/2018	X	X	X	X	X	O/E	X	O/E	X	X	X	X	X
Stella Hart	1/1/2018	O/E	X	X	X	X	X	X	X	X	X	O/E	X	X

KEY:

- X = Present
- O = Absent
- O/E = Absent/Excused
- NM = No meeting
- = No longer a member
- R = Resignation

*late
Handout
7-21-15
B*

COMPLAINTS FILED BY AREA

Credit	2	0
Education	2	1
Employment	16	12
Housing	5	12
Public Accommodation	16	15
Total Number of Complaints	37²	40³

RESOLUTIONS

Mediated	2	2
No Probable Cause	5	3
Administrative Closure	11	25
Right To Sue	1	0
Lack of Jurisdiction ⁴	0	0
Satisfactorily Adjusted	0	0
Withdrawn	3	2
Probable Cause	1	0
Total Number of Resolutions	23	32

Summary

In FY15, public accommodation is the area in which the most complaints were filed (15). Employment and housing were second, with 12 complaints each, followed by education (1) and credit (0). Race (19) and color (12) were the most common characteristics cited for the alleged discriminatory conduct. These were followed by age (10) and disability (9). Retaliation was alleged in 14 complaints.

In FY14, (16) complaints were filed in the area of employment, (5) in housing and (16) in public accommodation. The characteristic cited the most for the reason for discrimination in FY14 was disability (18), followed by race (17) and then sex (12).

² 37 complaints were filed in FY14. However, some complaints cite more than one area as the reason for the discriminatory action. 41 reflects the number of all areas cited in each complaint.

³ 38 complaints were filed in FY 15. However, some complaints cite more than one area as the reason for the discriminatory action. 40 reflects the number of all areas cited in each complaint.

⁴ 'Lack of Jurisdiction' refers to complaints that allege discrimination on a basis or in an area not covered by local law. Lack of jurisdiction could also include complaints that allege conduct/activity that even if true would not violate local anti-discrimination law. When applicable such complaints are referred to appropriate agencies. Examples would include Wage & Hour violations or Family Medical Leave Act violations.

late handout HLC 7-24-15

IT'S TIME

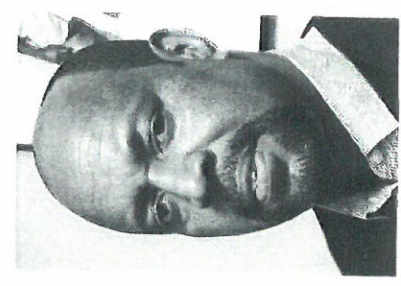
Resolving Racial Disparities in Johnson County's Youth Systems

A community forum — ALL are welcome

Wednesday, July 29 1:30-4:30 PM

Health and Human Services building, 855 S. Dubuque St., Iowa City

KEYNOTE ADDRESS



David Goodson
Waterloo, IA
activist

PANEL DISCUSSION

- Representatives from
Iowa City and Coralville Police
- Iowa City Community
School District
- Johnson County
Juvenile Court
- Department of Human Services

PARTICIPANT INPUT

- Personal Perspectives
- Next-Step Actions
- Community Solutions

Sponsored by the Johnson County Disproportionate
Minority Contact Committee

Questions? Please contact Sara Barron at
319-337-2145 or sara@bbbsjc.org

Take to HRC



Summer 2015

You can make a difference. Join us in *ToGather Together*, an initiative of the Consultation of Religious Communities, to support a county-wide effort to ensure that all of our children have the supplies they need to start school ready to learn.

In the past years the *ToGather Together* school supply drive brought together churches, social service agencies, businesses, individuals, and schools in a county-wide effort to provide funding for back-to-school supplies so that each child in need could start the year prepared to learn. **Over 3,700 children were served in 2014** and we look toward an even greater need in 2015 – our goal is **to serve over 4,200 children** this year. We believe that by pooling our efforts and resources, we will ensure that all needy children are reached.

We need your help. We are seeking your sponsorship to purchase school supplies so we can best serve the children in our community. Please consider a financial donation to the *ToGather Together* project and make a difference for our children.

To make a donation supporting the children of Johnson County please send a check made out to "ToGather Together". All contributions are tax deductible.

Mail to:

ToGather Together

P.O. Box 2025

Iowa City, IA 52244

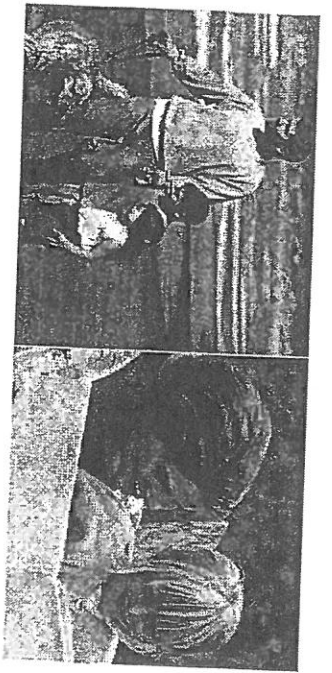
To receive more information about *ToGather Together* and to find out how to get involved please contact Marsha Lowe or Karrie Craig, the co-directors of *ToGather Together* at the email addresses below.

Thank you for supporting the students of Johnson County and helping our children be prepared to learn and succeed.

Karrie Craig
Marsha Lowe

Karrie Craig & Marsha Lowe
Co-directors of ToGather Together
thecraigfamily@mchsi.com
marshalowe@gmail.com

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PROGRAMS SUPPORTED WITH JCE/ECIA FUNDS

- ⊙ 4Cs Quality Provider Services & Supports
- ⊙ School Ready Scholarships
- ⊙ Home Ties Emergency Child Care
- ⊙ Head Start Expansion - HACAP
- ⊙ Statewide Voluntary Preschool Program Expansion – NCJC
- ⊙ Teen Parent Program – UAY
- ⊙ Parents As Teachers - NCJC (Spanish and English)
- ⊙ Grupo Manantial - Children's Center for Therapy
- ⊙ GWAEA Childcare Alliance Response Team (CART)
- ⊙ Pediatric Nurse Home Visitation – UAY

*Letter 10-15
11-2-21-15*

EARLY CHILDHOOD IOWA

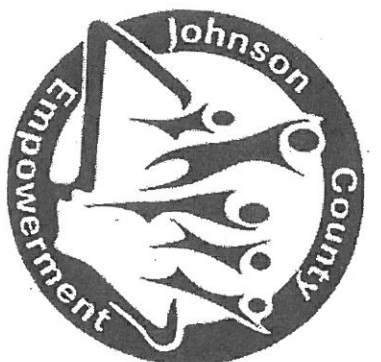
"Every child, beginning at birth, will be healthy and successful."

Early Childhood Iowa (ECI) was founded on the premise that communities and state government can work together to improve the well-being of our youngest children. ECI's efforts unite agencies, organizations and community partners to speak with a shared voice to support, strengthen and meet the needs of all young children and families.

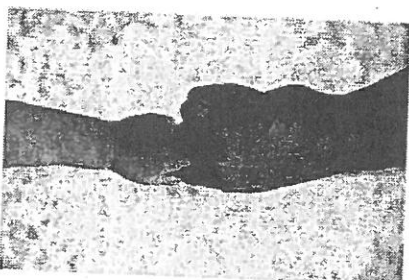
Early Childhood Iowa Areas (ECIAs) enable local citizens to lead collaborative efforts involving education, health, and human services programs on behalf of children, families, and other citizens residing in the area. The focus is to improve results for families with young children, ages 0-5 years.

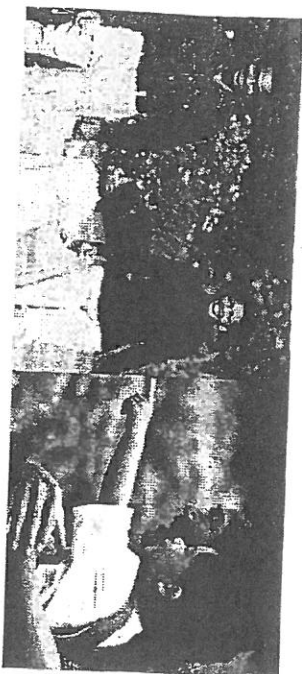
For more information, contact:

Laurie Nash, JCE/ECIA
Early Childhood Specialist
855 S. Dubuque Street
Suite 202B
Iowa City, Iowa 52240
(319) 339-6179 phone
(319) 688-5711 fax
empower@jcempowerment.org
www.jcempowerment.org



Johnson County Early Childhood/ Empowerment Area





RESULT AREAS & PRIORITIES

Secure and Nurturing Early Education Environments

- Increase accessibility and availability of quality early education.
- Increase quality in early education.



MISSION

Johnson County Empowerment/ECIA will lead the community in removing barriers to a safe and healthy community by:

- identifying needs in education, health, and human services;
- maintaining, expanding, and coordinating resources to address those needs;
- promoting and facilitating collaboration;
- and evaluating and continuously improving efforts to advance our vision.



Safe, Stable, Nurturing Families and Homes

- Prevent child abuse and neglect and increase supportive parenting skills.
- Increase families' healthy informal networks of support and utilization of appropriate community resources.



Children Ready to Succeed in School

- Prevention, early detection, and identification of child health issues.
- Strengthen the transition to kindergarten.

JOIN US

The Johnson County Empowerment/ECIA Board invites you to become a voice for your community. The board seeks members who are passionate about improving the lives of children from birth through age five. The board offers an opportunity for engaged community members to facilitate community collaboration and service coordination while allocating state funding to assist families with children ages 0-5. Individuals from under-represented populations are encouraged to apply.

Work Groups provide consultation to the JCE/ECIA Board. The Early Education Work Group and the Parent Education Work Group are comprised of board and other community members. Work Groups assist the board with quality improvement and program monitoring.

They board meets the 3rd Thursday of each month at 6:30 pm in the County Health & Human Services Building. All meetings are open to the public. For more information, visit our online calendar at jcempowerment.com/calendar/

For more information about the board and work groups or to get a board application, contact:

Laurie Nash
(319) 339-6179 phone
Empower@JCEmpowerment.org

August

Packet Information



CITY OF IOWA CITY

HUMAN RIGHTS COMMISSION

Action Plan

January 2015 – December 2015

Adopted January 20, 2015

A goal setting session was held on October 2, 2014, at the Eastside Recycling Environmental Education Center. The following Commissioners were in attendance and participated at this meeting: Harry Olmstead (Chair), Andrea Cohen (Vice-Chair), Shams Ghoneim, Paul Retish, Stella Hart, Ali Ahmed, Orville Townsend Sr., and Kim Harrahan. Also in attendance was Human Rights Coordinator Stefanie Bowers. Commissioner Joe D. Coulter was unable to attend. What follows is the prioritization of initiatives identified at the goal setting session. The initiatives will be reviewed by the Commission at its monthly meetings on a quarterly basis.

ON-GOING INITIATIVES

Human Rights Breakfast.

Youth Awards.

Job Fair.

Collaboration with community organizations & groups.

Participation in community events.

Sponsor professional development programs.

ORGANIZATIONAL INITIATIVES

Continue sub-committees.

Initiate more educational programs and outreach programs from trends reported in the Annual Report or the Equity Report.

Increase participation of all Commissioners in Commission sponsored events, programs and outreach.

NEW INITIATIVES

Objective	Action Step	Lead Commissioner	Other Commission Members Involved	Expected Outcome	Target Audience	Start Date	Completion Date
Outreach to Community	Hold Listening Posts	Kim Hanrahan	Orville Townsend Sr., Stella Hart	Foster Community Dialogue & Community Engagement	Community		
Outreach to Council	Present Proclamations , Provide Notice of Upcoming Programs & Events	Joe D. Coulter	Paul Retish	Maintain Positive Relationship with the Council	Council		
Educational Events for the Community	Events on Affordable, Universal, & Accessible Housing	Stella Hart	Harry Olmstead	Community Engagement, Education, & Outreach	Community		
Educational Presentations to the Community	Presentations on Who the Commission is and the Role the Commission Plays in the Community	Shams Ghoneim	Orville Townsend Sr., Ali Ahmed	Awareness about the Commission & Access to Resources	Schools, Community Groups, Service Clubs, Faith Communities		

Stefanie Bowers

From: Stefanie Bowers
Sent: Monday, August 10, 2015 12:27 PM
To: Stefanie Bowers
Subject: Affordable Housing
Attachments: The Status of Housing in Iowa City.docx

From: Stella Hart [mailto:stella.d.hart@gmail.com]
Sent: Monday, August 10, 2015 11:32 AM
To: Stefanie Bowers
Subject: Re: Affordable Housing

Hi Stefanie,

Attached is a draft of the community education event plan for your review. If you have a chance to look it over today and there are parts that need to be revised, I can edit it and return it to you by the end of the day today for inclusion in the next HRC packet.

As far as the prepared questions listed here, I think it would be best to cut the list down to the 5 most critical. I would like to get my fellow commissioner's opinions on which questions are most critical (whether or not they are included in this draft) at the August meeting.

I reached out to two UI public policy professors (the authors of the study I cite in this document) and both said they would be interested in participating as panelists.

Best,
 Stella

The Status of Housing in Iowa City

Human Rights Commission Community Education Event

Monday October 5 Library Meeting Room A

Outcomes/expectations: Panelists will provide overviews and resources on issues related to affordable housing in Iowa City. The free and open-to-the-public event will begin with an introduction of panelists and their areas of insight. The panelists will address and discuss prepared questions and then take questions from audience attendants.

Possible questions:

1. The definition of affordable housing is housing that costs 30% or less of an individual's or household's total income, regardless of whether the house is owned or rented. How does the concept of affordable housing apply to different socioeconomic groups in Iowa City - such as college students, single people, families, retirees, and individuals with disabilities?
2. What factors contribute to the high cost of housing in Iowa City?
3. What types of housing are most needed? (Single family homes, apartment buildings, etc.)
4. Define accessible housing. How is accessibility planned, ensured, maintained?
5. How has the housing market in Iowa City changed since 1990? What are current trends and predictions for the next 10, 20 years in terms of development, housing affordability, and accessibility?
6. Subsidized housing in Iowa City is increasingly concentrated in specific areas. Concentrated poverty impedes class mobility. How else does this affect our community? What can be done to increase income-diversity in neighborhoods throughout the city?
7. How does Iowa City currently serve its population of individuals experiencing homelessness? What safeguards are in place to help individuals keep their housing and avoid homelessness?
8. How can we encourage more landlords to accept Section 8 vouchers? Should having Section 8 be a protected characteristic under the human rights policy for the city?
9. How can community members advocate for affordable housing in Iowa City?
10. Would raising the minimum wage in Johnson County/Iowa City affect positively/negatively community member's abilities to afford housing?

11. What incentives are needed for developers to build and manage the low cost housing options Iowa City needs?
12. What should tenants do and who should they contact if they think that their landlord may be negligent or unwilling to do proper maintenance?

Statistics:

- Throughout the U.S. and Iowa, housing has become less affordable, as average incomes have stagnated and the cost of housing has increased.
- For every 100 renter households considered extremely low-income (earning less than 30% of the area median income), there are 30 affordable and available housing units.
- In Iowa City, the lack of affordability is more pronounced than elsewhere in Iowa. From 2007 to 2010, the percentage of renters who are cost-burdened increased from 57.1% to 63.5%. From 2007 to 2011, average rents for a two-bedroom apartment increased 30%, from \$650 to \$848.¹¹ During that same period of time, median sales price for homes in Iowa City grew from \$163,000 to \$167,000.¹² The percentage of homeowners who are cost-burdened rose from 24.6% in 2007 to 28.3% in 2010.
- If these trends continue, it is highly likely that over two-thirds of Iowa City renters and close to one-third of Iowa City homeowners will be cost-burdened by 2020.

Via http://ppc.uiowa.edu/sites/default/files/edited_affordable_housing_report.pdf