

AGENDA  
HUMAN RIGHTS COMMISSION  
Neighborhood and Development Services Conference Room (Second Floor)  
January 19, 2016  
5:30 P.M.

1. Call Meeting to Order/ Roll Call
2. Approval of Minutes from December 15, 2015 meeting
3. Public Comment of Items Not on the Agenda
4. New Business:
  - a. Election of Vice Chair for 2016
  - b. Election of Chair for 2016
  - c. MLK Celebration/Black History Month Funding Request
5. Old Business:
  - a. Review Funding Request Form for FY16
  - b. Commission Action Plan 2015
    - i. Education Programming & Outreach (Ghoneim, Townsend, Ahmed)
    - ii. Community Outreach (Hanrahan)
      1. Resolution in Support of Muslim Communities
    - iii. Council Outreach (Coulter, Retish)
      1. Proclamation
        - a. Black History Month (February 2016)
6. Upcoming Events:
  - a. Choice Dinner 2016 (Contributor Friday, January 22, 2016)
  - b. Diverse Discrimination Workshop (Friday, January 22, 2016)
  - c. Youth Awards (Tuesday, May 10, 2016)
  - d. Human Rights Breakfast (Wednesday, October 26, 2016)
7. Reports:
  - a. Martin Luther King, Jr. National Holiday Proclamation/Events  
(Monday, January 18, 2016)
  - b. Job Fair
  - c. Making Iowa City a Human Rights Community (Cohen, Coulter, Hanrahan)
  - d. Education Subcommittee (Retish, Hanrahan)
  - e. Building Communities Subcommittee (Townsend)
  - f. University of Iowa Center for Human Rights Board (Ghoneim)

- g. City Council Racial Equity & Diversity Initiative (Bowers)
  - h. Commission
  - i. Staff
8. Set Next Regular Meeting Date: February 16, 2016 at 5:30 p.m.
  9. Adjourn

# January Agenda Packet

## Minutes

## Preliminary

### Human Rights Commission

December 15, 2015

### Neighborhood and Development Services Conference Room (Second Floor)

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

**Staff Present:** Stefanie Bowers.

**Recommendations to Council:** Yes, for the City Council to adopt a resolution in support of Muslim communities.

### **Call to Order:**

Coulter called the meeting to order at 5:30 p.m.

### **Consideration of the Minutes from the November 17, 2015 Meeting Date:**

**Motion Ghoneim, seconded by Hanrahan. Motion passed 6—0. (Ahmed, Olmstead not present).**

### **Meeting Business**

#### *Funding Request from Strive for Success*

Funding request is for \$1500 to assist in purchasing 4 laptops for the after school program that currently serves ten students. The program provides specialized academic tutoring and other services for at-risk youth in grades 3rd to 8th.

**Motion Hanrahan to contribute \$200 to assist in the cost of purchasing a laptop, seconded by Townsend. Motion failed 0—6. (Ahmed, Olmstead not present).**

#### *Sponsorship Request Choice Dinner*

Funding request for \$250 to support the deProsse Access Fund. The money raised for the deProsse Access Fund goes directly to subsidize services for underinsured women and men accessing health care services at the Emma Goldman Clinic.

**Motion Hanrahan to contribute \$200 (amended to \$250) to the Choice Dinner 2016, seconded by Pierce-Thomas. Motion passed 6—0. (Ahmed, Olmstead not present).**

(Ahmed present at 5:37 p.m.)

#### *Outgoing Commissioners*

Coulter bid farewell to outgoing Commission members Olmstead and Pierce-Thomas whose terms both end January 1, 2016. Certificates of Appreciation were presented to Olmstead and Pierce-Thomas.

#### *Funding Request Form*

Commissioners reviewed the funding request form that is currently required for anyone requesting funding from the Commission. Bowers will update the form using bold font on certain sections for emphasis.

(Olmstead present at 5:51 p.m.)

#### *Education Programming/Outreach*

Ghoneim and Townsend will work with Bowers on sponsoring a program that centers on a housing concern or issue during fair housing month (April 2016).

Hanrahan proposed that the Commission encourage the City to show support and solidarity for Muslim communities who have recently come under scrutiny, been subjected to hate crimes, discrimination and harassment. Ghoneim suggested a resolution similar to the one the Seattle City Council had done on December 14.

**Motion Hanrahan to recommend the City Council adopt a resolution in support of Muslim communities, seconded by Olmstead. Motion passed 8—0.**

#### *Community Outreach*

In the next few months, the Commission will look at options, other than using the community survey, to do effective outreach to more diverse populations.

#### *Council Outreach*

Townsend will accept the proclamation for Martin Luther King Jr. National Holiday at either the January 5 or 19 formal Council meeting date.

#### *Job Fair*

Retish reported that the job fair committee met and is determining where would be the best location for future job fairs. Planning meetings will begin in June or July 2016.

#### *Building Communities*

Townsend reported that at the last Black Voices meeting two school board representatives attended. Topics discussed were Tate High School and the TREK (Theodore Roosevelt Education Center) program.

#### *Making Iowa City a Human Rights Community*

Olmstead believes this program is still viable even with the recent death of Professor Burns Weston.

#### *University of Iowa Center for Human Rights*

The Center held a meeting last week and plan on sponsoring programs that support the Muslim communities.

#### *Education Subcommittee*

Hanrahan reported that at the last Iowa City School Board Equity meeting members discussed dropout rates and graduation rates.

#### *Staff*

Adjournment: 7:03 p.m.

**Next Regular Meeting – January 19, 2016 at 5:30 p.m.**

**Here is the summary of the December 1, meeting of the Outreach/Educational Committee:**

The Committee met December first at 3:30 PM in City Hall.

Minutes and Summary:

Potential direction and objectives included;-

- 1) Programs for New Comers.
- 2) Programs to address Women needs.
- 3) Addressing housing related issues in April which is Fair Housing Month including: Information on rentals, loans, purchasing, persons with children and rent etc.
- 4) School Board related issues pertaining to busing.
- 5) Barriers encountering and facing: families, working mothers, single mothers, and minorities.

Projected events in 2016 are one in April and another in October. Committee discussed potential venues and believed that Recreation Center Down town would be a good central location. We also discussed the potentiality of providing complementary bus passes for attendees. Target audience would be general with a focus on minority and underrepresented groups with diversity as a key objective. Format would be offering information and Q & A. with an expert facilitator. The recommended format would be a Town-hall Meeting Style. We recommended the creation of a HRC Brochure in 4 languages that builds on current resources/personnel with phone numbers and email addresses with timely updates as needed. A similar idea to what is currently available in City Hall for mental illness (Where do I Turn Booklet).

4/6  
12-15-15

Stefanie Bowers

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**From:** Shams Ghoneim <shamsghoneim@mchsi.com>  
**Sent:** Tuesday, December 15, 2015 2:57 PM  
**To:** Stefanie Bowers  
**Subject:** Seattle City Council adopts resolution to support Muslim Community

Some food for thought?  
See you tonight.  
Shams

<http://murray.seattle.gov/city-adopts-resolution-to-support-muslim-community/#sthash.aWh6mzAC.hK3eBNXg.dpbs>



City adopts resolution to support Muslim community  
[murray.seattle.gov](http://murray.seattle.gov)

The Seattle City Council today adopted a resolution in support of Seattle's Muslim community and speaking out against the rise in hateful rhetoric and violence targeting Muslims.

handout  
12-15-15  
GB

**From:** mohammed joreya <joreya\_sud@hotmail.com>  
**Sent:** Monday, December 14, 2015 5:39 PM  
**To:** Stefanie Bowers  
**Cc:** ali\_tmtn@hotmail.com  
**Subject:** Sudanese American Association-Iowa City

Date: 12/14/2015

From: Sudanese American Association-Iowa City

To: Human Rights

**Attn. Mrs. Stefanie Bowers**

**Human Rights Coordinator**

**Subject: Delegation of Mr. Ali Ahmed.**

We are the Sudanese American Association in Iowa City, and we would like to introduce a new executive committee and their names are as follows:

1. Shihabedin Ali
2. Mahsen khair
3. Mohamed Osman
4. Wisal Husain
5. Busyna Satti
6. Badrdeen Abdeltam
7. Nagwa Ragab
8. Ali Ahmed
9. Mohamed Emam
10. Abdulraheem Mohamed

We want to inform you that Mr. Ali Ahmed will be the Secretary of Foreign Relations and he will be the coordinator between the **Human Rights** and the **Sudanese American Association**.

Best regards,

Handout  
12-15-15  
MB

Mohamed Osman

General Secretary

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

NAME	TERM EXP.	(Meeting Date)												
		1/20/ 15	2/17/ 15	3/17/ 15	4/1/ 15	4/21 15	5/19 15	6/16 15	7/21 15	8/18 15	9/16 15	10/20 15	11/17 15	12/15 15
Edie Pierce-Thomas	1/1/2016	X	O/E	X	X	X	O/E	X	X	X	X	X	X	X
Joe D. Coulter	1/1/2016	X	X	X	X	X	X	X	O/E	X	X	X	X	X
Harry Olmstead	1/1/2016	X	X	O/E	X	X	X	O/E	X	X	X	X	X	X
Paul Retish	1/1/2017	X	X	X	X	X	X	X	X	X	X	X	X	X
Ali Ahmed	1/1/2017	O	X	O/E	X	X	X	O/E	X	X	O/E	X	O	X
Orville Townsend, Sr.	1/1/2017	X	X	X	X	X	X	O/E	X	X	X	X	X	X
Kim Hanrahan	1/1/2018	X	X	X	X	X	X	O/E	X	X	X	X	X	X
Shams Ghoneim	1/1/2018	O/E	X	O/E	X	X	X	X	X	X	X	O/E	X	X
Stella Hart	1/1/2018	X	X	X	X	X	O/E	X	X	X	X	O/E	O/E	R

**KEY:**

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

Stefanie Bowers

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**From:** Shams Ghoneim <shamsghoneim@mchsi.com>  
**Sent:** Saturday, November 28, 2015 4:42 PM  
**To:** Stefanie Bowers  
**Subject:** For the January,2016 ICHRC Meeting Agenda/Ref. Officer Elections

Dear Iowa City Human Rights Commissioners;

It has been and continue to be a real privilege and honor to serve with you all the last 4 years on this most critical commission.

I will be overseas during the Commission's January meeting and regret not being able to be with you .

I would be honored if you would consider voting for me as the 2016 Human Rights Commission chair.

I believe that my tenure with the commission, my leadership positions as former President of the American Civil Liberties Union of Iowa, and current Vice President for two terms, as well as other leadership positions at the UI and state wide, provide me with the needed qualification to serve the Commission in this capacity.

I thank you for your kind consideration.

Thank you

Best regards.

Shams Ghoneim.

# HRC APPLICATION FORM REQUESTING SPONSORSHIP FY16



CITY OF IOWA CITY  
410 East Washington Street  
Iowa City, Iowa 52240-1826  
(319) 356-5000  
(319) 356-5009 FAX  
www.icgov.org

Today's Date: 12/22/15

Group/organization Name: Black Voices Project

Contact person: RaDariusia Harrington

Phone number: 319-400-3814

Email address: radariusia-harrington@ic.gov

Date of activity/event/program: 1/18/15 2/9/15

Event location and address: 1035 Crosspark Ave. Iowa City Iowa

Is the event location wheelchair accessible? YES

Is the event location accessible to individuals with visual impairments? YES

Describe the activity/event/program and how it contributes to Human Rights:  
The MLK celebration is a day long event designed to recognize the impact MLK & others have made on social justice & rights of all humans. The event will provide awareness, education and opportunities for the community to participate in service projects.

Amount of funds requesting and itemized budget (please provide budget on separate sheet):  
Other funders involved? UAY, Neighborhood Centers of Johnson County and Americorp

How will this activity/event/program be marketed? Via social media, newspaper, flier, email and word of mouth

Will sponsors be mentioned and/or sponsor logos be used in the marketing of the activity/event/program?  
Yes

Is the activity/event/program a fundraiser? If so, explain: NO. Donations of goods will be accepted to go toward care packages for the homeless shelters and families in need.

Submit request to:

Stefanie Bowers  
Human Rights Coordinator  
City of Iowa City  
410 E. Washington Street  
Iowa City, IA 52240-1826

Or

By facsimile to 319-887-6213 or email to [stefanie-bowers@iowa-city.org](mailto:stefanie-bowers@iowa-city.org).

### MLK Day Itemized Budget

<ul style="list-style-type: none"><li>• Space \$0</li></ul>
<ul style="list-style-type: none"><li>• Food &amp; refreshments \$150</li></ul>
<ul style="list-style-type: none"><li>• Materials \$100</li></ul>
<ul style="list-style-type: none"><li><ul style="list-style-type: none"><li>○ Paper products; plates, cups, serving utensils</li><li>○ supplies for community impact activity.</li></ul></li></ul>
<ul style="list-style-type: none"><li>• Promotion / getting the word out \$50</li></ul>
<ul style="list-style-type: none"><li>• Sound system or other equipment \$0</li></ul>

Total amount requested \$300.00

## Agenda Item 5a

July 1, 2015



**CITY OF IOWA CITY**

410 East Washington Street  
Iowa City, Iowa 52240-1826  
(319) 356-5000  
(319) 356-5009 FAX  
[www.icgov.org](http://www.icgov.org)

Thank you for your interest in sponsorship from the City of Iowa City Human Rights Commission. The Iowa City Human Rights Commission can donate funds to organizations and agencies that collaborate with the Iowa City Human Rights Commission in providing such things as organizing, planning and facilitating educational public forums or programs and activities designed to eliminate racial, religious, cultural and other intergroup tensions including but not limited to sex, color, creed, disability, gender identity, sexual orientation, marital status, age and national origin.

In order for us to process your request for sponsorship we need for you to take a few minutes to fill out the attached application form. Please note sponsorship requests are due by 5 pm on the second Tuesday of each month. The Iowa City Human Rights Commission will review the request at their monthly meeting and staff will contact you by email, unless otherwise noted, letting you know whether the request is awarded. If the request is awarded the HRC requires a follow up letter/email be sent that summarizes the funding impact, number in attendance and other essential information you would like them to know about the success of the event.

Please be aware that if you have been awarded funding and the event, program or activity is canceled, we require that you return all funding given to the Human Rights Coordinator within 5 days after your event, program or activity has been canceled. If you have any questions about the application process, please do not hesitate to contact Stefanie Bowers at: 319.356.5022 or [stefanie-bowers@iowa-city.org](mailto:stefanie-bowers@iowa-city.org).

Sincerely,  
Stefanie Bowers  
Human Rights Coordinator

# HRC APPLICATION FORM REQUESTING SPONSORSHIP FY16



**CITY OF IOWA CITY**  
410 East Washington Street  
Iowa City, Iowa 52240-1826  
(319) 356-5000  
(319) 356-5009 FAX  
[www.icgov.org](http://www.icgov.org)

Today's Date: \_\_\_\_\_

Group/organization Name: \_\_\_\_\_

Contact person: \_\_\_\_\_

Phone number: \_\_\_\_\_ Email address: \_\_\_\_\_

Date of activity/event/program: \_\_\_\_\_

Event location and address: \_\_\_\_\_

Is the event location wheelchair accessible? \_\_\_\_\_

Is the event location accessible to individuals with visual impairments? \_\_\_\_\_

Describe the activity/event/program and how it contributes to Human Rights: \_\_\_\_\_

Amount of funds requesting and itemized budget (please provide budget on separate sheet): \_\_\_\_\_

Other funders involved? \_\_\_\_\_

How will this activity/event/program be marketed? \_\_\_\_\_

Will sponsors be mentioned and/or sponsor logos be used in the marketing of the activity/event/program? \_\_\_\_\_

Is the activity/event/program a fundraiser? If so, explain: \_\_\_\_\_

Please acknowledge by initialling here that you have read the cover letter to this form: \_\_\_\_\_

Submit request to:

Stefanie Bowers  
Human Rights Coordinator  
City of Iowa City  
410 E. Washington Street  
Iowa City, IA 52240-1826

Or \_\_\_\_\_

By facsimile to 319-887-6213 or email to [stefanie-bowers@iowa-city.org](mailto:stefanie-bowers@iowa-city.org)

## Agenda Item 5bi

Stefanie Bowers

**From:** Shams Ghoneim <shamsghoneim@mchsi.com>  
**Sent:** Monday, January 04, 2016 3:54 PM  
**To:** Stefanie Bowers  
**Subject:** Re: Resolution & Subcommittee Reports  
**Attachments:** Muslim support letter.dec15.docx; Resolution in Support of Muslim Communities.pdf

Dear Stefanie;

Many thanks for your kind reminder.

### **My report on the University of Iowa Center for Human Rights Board:-**

The UICHR board has issued the following declaration in support of the Muslim Community. I have been working with a small sub.-committee with Congressman Jim Leach and other board members for the last couple of weeks on this document and we are all so very thankful for the wise input by board members and the the extensive time and effort of Mr. Leach in articulating all received input/exchanges as well as his extraordinary historical expertise in this important document that was just finalized and can be read at the following link.

<http://uichr.org/2016/01/nativism-is-not-the-answer-uichr-advisory-board-declaration/>

### **On Commissioner report:**

I attended on December 22 ,2015, and briefly spoke at the Press Conference held by the Johnson County Board of Supervisors, the Center for Workers Justice ,and the Consultation of Religious Communities in support of the Muslim community. I also attended that same morning with Commissioner Ahmed the meeting of the , Johnson County Board of Supervisors where I humbly accepted their Proclamation of Support for the Muslim Community. It was a deeply moving and empowering day of solidarity.

**You can also read the Supervisors BOD Proclamation on line at their WEB site.**

Regarding the **Council meeting tomorrow night**, unfortunately for me, I have been for the last several days rather limiting my activities due to reoccurring health issues and unable to attend that important meeting. With leaving for overseas-God Willing- very early Friday - I am trying to rest more especially in the later part of the day.

I hope that Kim will be able to attend.

Once again and on behalf of the Muslim Community I thank the Commissioners for their most supportive and empowering resolution that will be considered tomorrow night by the City Council.

May we all be supportive to one another at these rather challenging times we live in.

Happy and Blessed New Year to you all.

Best regards

Shams

Like

Tweet

Share



## **Social Justice Advocates, Faith Leaders, and Elected Officials Release Statements in Support of the Muslim Community**

**8:30am | Tuesday | December 22**

**Johnson County Administration Building, 913 S. Dubuque Street, Iowa City, IA**

Join us this tomorrow where low-wage workers and community allies will join together to condemn the recent national, state, and local rhetoric spreading fear and hatred towards the Muslim Community. Together, the Center for Worker Justice of Eastern Iowa (CWJ), the Consultation of Religious Communities (CRC), and representatives of the Johnson County Board of Supervisors will speak out against the xenophobia spreading across our nation and community, and offer ongoing support to Muslims who may be fearful for their safety and well-being.

**WHO:** Center for Worker Justice Members and Allies, Consultation of Religious Communities, and Johnson County Board of Supervisors

**WHAT:** Press Conference to release statements of solidarity in support of the Muslim Community

**WHEN:** [8:30am, Tuesday, December 22, 2015](#)

**WHERE:** Main floor, Johnson County Administration Building, 913 S. Dubuque Street, Iowa City

Two organizational statements of support will be released from the CWJ and the CRC, then following the brief press conference, participants will attend the Johnson County Board of Supervisors meeting where they plan to support a resolution regarding welcoming Muslims to Johnson County. The goal of the press conference is to ensure that our Muslim brothers and sisters in Johnson County and throughout the world know that we hold them in high esteem and recognize Islam as a religion that promotes peace, justice and the common good.

“The Muslim Community is full of good people and they contribute so many ways in our community. I have a lot of Muslim friends, some who are business owners, students, parents, and all

are good examples to follow. I see their participation at CWJ fighting for justice for all. This event is about showing our common belief that the Johnson County community is enriched in many, many ways by the presence and participation of our Muslim friends.” said Sergio Irund A-wan, CWJ Member and Secretary, and co-organizer for tomorrow’s event.

On Jan 4, 2016, at 3:00 PM, Stefanie Bowers wrote:

Commissioners,

A friendly reminder that any subcommittee reports for the Commission meeting of January 19 will need to be sent to me no later than Tuesday, January 12 at noon.

Education Programming (need new members)  
Education Outreach Update (Ghoneim, Townsend, Ahmed)  
Outreach to Council (Coulter, Retish,)  
Community Outreach (Hanrahan, Townsend)  
Making Iowa City a Human Rights Community (Coulter, Hanrahan)  
Education (Retish, Hanrahan)  
Building Communities (Townsend)  
University of Iowa Center for Human Rights Board (Ghoneim)

Also the City Council will consider a resolution supporting Muslim communities at its meeting tomorrow. The formal meeting starts at 7. I have attached the resolution.

Stefanie

The Consultation of Religious Communities (CRC), an interfaith network of faith communities in Johnson County, calls on all people of faith and good will to stand in solidarity with our Muslim brothers and sisters during this era of fear and unrest. It is up to all of us to ensure that our Muslim neighbors feel welcome, respected, and safe in our community.

We believe the human relationship with God flourishes best in respectful and appreciative religious diversity. Religious pluralism is a gift to each particular faith and enhances faith itself. We are all one human family with God as our Creator and all the great religions envision a world of peace, justice, and unity.

It is crucial that people not confuse extremism that hijacks a religious tradition to justify hate and violence with authentic religious expression. One of the greatest dangers in our world today is fundamentalism – believing that one's own group possesses the absolute truth. Religious fundamentalism is particularly dangerous because it claims to know the mind of God and so to possess Absolute Truth.

In a time of rampant fear and violence, fundamentalism -- whether political, cultural, or religious -- provides people with a false sense of security. It perpetuates the perennial falsehood that that we must ultimately resort to a stance of "us against them."

Pope Francis recently noted that fundamentalism is a sickness very much alive in all religions today, including Christianity. We cannot ask Muslims to repudiate extremists in their tradition without also acknowledging that this destructive strain is present in all traditions.

We want our Muslim brothers and sisters in Johnson County and throughout the world to know that we hold them in high esteem and recognize Islam as a religion that promotes peace, justice and the common good. Our community is enriched in many, many ways by the presence and participation of our Muslim friends. May we all learn from one another, act in ways that promote mutual respect, protect our common religious liberty, and work together for the well-being of all people.

Prepared by: Stefanie Bowers, Human Rights Coordinator/Equity Director, 410 E. Washington St., Iowa City, IA 52240, 356-5022.

RESOLUTION NO. 16-12

**RESOLUTION DECLARING SUPPORT FOR MUSLIM COMMUNITIES AND  
URGING ALL TO STAND TOGETHER FOR PEACE AND UNDERSTANDING.**

WHEREAS, Muslims are a part of this community and, inspired by their faith, give back every day in many roles contributing to the success of the community; and

WHEREAS, the City of Iowa City values the many different cultures, religions and traditions in the community; and

WHEREAS, the City of Iowa City Human Rights Ordinance protects against discrimination and forms of intolerance based on religion as well as age, color, creed, disability, familial status, gender identity, marital status, national origin, presence or absence of dependents, public assistance source of income, race, sex, and sexual orientation; and

WHEREAS, the City of Iowa City continues to work towards a more inclusive community and welcomes cultural, ethnic, and religious diversity; and

WHEREAS, Muslims, both native born and immigrant, represent an important thread in the tapestry of this community; and

WHEREAS, presently, anti-Muslim rhetoric has increased in the national discourse and rates of hate violence targeting Muslim individuals, families and children are at record highs across the country, which is detrimental to all people who cherish freedom and liberty; and

WHEREAS, the City of Iowa City finds anti-Muslim rhetoric and hate violence to be against our principles of religious freedom and fairness and contrary to the vision we hold as a City that welcomes all persons; and

WHEREAS, all persons deserve to live in a safe environment free of hate and discrimination;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL FOR THE CITY OF IOWA CITY, THE MAYOR CONCURRING, THAT:

The City of Iowa City will not tolerate anti-Muslim hate speech and violent acts committed against those who are Muslim or perceived as being Muslim, their places of worship, businesses, schools, and community centers. These are in direct contradiction to our core values.

We encourage everyone to recognize and celebrate the cultural, ethnic, and religious diversity that is represented throughout this community.

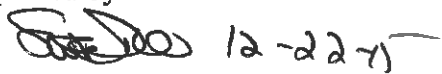
We encourage all community members to take active steps to work against any anti-religious or anti-immigrant sentiments or acts of violence and direct all City staff to appropriate attention and resources in supporting those targeted by hate speech and hate crimes.

This resolution of solidarity and support shall be presented by either the Mayor, the Human Rights Commission Chair or both to the Imam and Executive Committee at the Iowa City Mosque at a later date.

Passed and approved this 5th day of January, 20 16.

  
MAYOR

ATTEST: Marian K. Kaw  
CITY CLERK

Approved by  
 12-22-15  
City Attorney's Office

Resolution No. 16-12  
Page 3

It was moved by Dickens and seconded by Botchway the  
Resolution be adopted, and upon roll call there were:

AYES:	NAYS:	ABSENT:	ABSTAIN:	
<u>X</u>	<u>          </u>	<u>          </u>	<u>          </u>	Botchway
<u>X</u>	<u>          </u>	<u>          </u>	<u>          </u>	Cole
<u>X</u>	<u>          </u>	<u>          </u>	<u>          </u>	Dickens
<u>X</u>	<u>          </u>	<u>          </u>	<u>          </u>	Mims
<u>X</u>	<u>          </u>	<u>          </u>	<u>          </u>	Taylor
<u>X</u>	<u>          </u>	<u>          </u>	<u>          </u>	Thomas
<u>X</u>	<u>          </u>	<u>          </u>	<u>          </u>	Throgmorton

# January Correspondence



# CITY OF IOWA CITY MEMORANDUM

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**Date:** December 2, 2015  
**To:** Geoff Fruin, Assistant City Manager  
**From:** Stefanie Bowers, Equity Director *Stefanie Bowers*  
**Re:** Diversity Implementations Update and Status on Racial Equity and Diversity Initiative (3rd Quarter 2015).

## **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 and 2014 Reports on Equity for 2013 and the Action Plan and the Racial Equity and Diversity Initiatives adopted by resolution in February of 2015. All materials can be located on the City's website on the diversity link.

## **Third Quarter Update on Recommendations of the Diversity Implementations (September – November 2015)**

### **Racial Equity and Diversity Initiative**

#### **Council Hold Listening Posts**

The third Council Listening Posts was held on October 15 at the Java House (west side location). Council members Payne and Dobyns represented the Council.

#### **Staff Roundtables**

The City Manager, Assistant City Manager, Police Chief, City Clerk, Communications Coordinator, Human Rights Investigator and Equity Director along with representatives from the Black Voices Project, the Coalition for Racial Justice, the Human Rights Commission, and the Center for Worker Justice of Eastern Iowa have held roundtables in the months of October and December. Topics have included increasing the diversity pool of applicants for the City boards and commissions and a discussion with Library staff on programs and initiatives that address equity in services and outreach.

#### **Expand Coffee with a Cop**

The Police Department has expanded *Coffee with a Cop* to different areas of the Community, the most recent events being held on November 30 at High Ground Café, on October 16 at the Center for Worker Justice of Eastern Iowa, and on September 30 at the 1<sup>st</sup> Avenue Hy-Vee.

#### **Participate in United States Department of Justice Pilot Program National Initiative for Building Community Trust and Justice**

The Police Department is still awaiting a response from the United States Department of Justice on the inquiry to participate in the Building Community Trust and Justice.

### **Offer Police Ride Alongs to Community Members**

To encourage more relationship building activities with police officers and members of the community the Police Department offers ride alongs to members of the community who wish to participate.

### **Expand the Use of Body-Mounted Cameras within the Police Department**

**This was completed in August of 2015.**

### **Participate in the Disproportionate Minority Contact Study**

The Police Department continues to participate in the study on disproportionate minority contact in traffic stops with Dr. Christopher Barnum of St. Ambrose University. Dr. Barnum will report out on the most recent data (2013 & 2014) in early 2016. This study was recently renewed to continue through calendar year 2016.

### **Encourage Other Jurisdictions within Johnson County to Establish Community Police Review Boards**

**No update at this time.**

### **City Departments Receive Trainings on Competency, Bias, Awareness and Cultural Consciousness**

October 19, 20, & 21, all permanent full-time City staff participated in a mandatory 3 hour training presented by Dr. Eddie Moore and Diane Finnerty. The trainings concentrated on interpersonal cultural competency, oppression and privilege and how biases (some good, some bad) influence behavior and subsequent decisions. Trainings were held at the Terry Trueblood Recreation Area.

October 24-27, the Police Chief attended the 122<sup>nd</sup> Annual Conference and Exposition of the International Association of Chiefs of Police. Training during the conference included sessions on *Bridging the Gap: Strengthening Trust through Communication* and *Reframing the Issue of Biased Policing Based on the Science of Implicit Bias*. The conference also included a keynote by President Obama that addressed policing and race.

### **Engage with Communities of Color by Actively Participating in Events, Programs, Activities, and Outreach**

October 22, the Police Chief participated in panel discussion to discuss progress and challenges regarding the racial disparities in youth systems here in Johnson County. The event was hosted by the Johnson County Disproportionate Minority Contact Committee and held at the Johnson County Health and Human Services Building.

October 28, the Community Outreach Assistant for the Police Department spoke on his work in the community at the *Cup O'Justice Are you Choosing Your Journey* sponsored by the University of Iowa. The event was held in the Iowa Memorial Union.

### **Provide Support and Resources for a Regional Community Identification Program.**

**Ongoing**

### **Partner with the Government Alliance on Racial Equity (GARE)**

November 18, Julie Nelson, Executive Director for the Local and Regional Government Alliance on Race and Equity (GARE) facilitated a discussion and orientation to governmental work for racial equity for City division & department heads and Council members. City staff in attendance will serve as the designated Equity Team for the City through GARE and assist with the development of, and implementation of a racial equity work plan. The training included

interactive exercises to deepen the understanding of racial equity and taught participants to begin to apply this learning to their work in government. Training was held at the Eastside Recycling Educational Center.

November 18, Human Rights staff participated in the monthly GARE Leadership Cohort meetings.

November 20, Julie Nelson, Executive Director for GARE lead a training for front line supervisors, managers, division and department heads that were interested and supportive of leading efforts on race equity with their colleagues via a train-the-trainer approach. The training focused on structures and systems (institutional biases) and developing tools that governments can use to address inequities and strategies to improve outcomes for all persons using race as the indicator. Training was held at the Eastside Recycling Educational Center.

#### **Review and Discuss Committee Reports from the Criminal Justice Coordinating Committee of Johnson County**

The City Clerk has been including the meeting minutes of the Criminal Justice Coordinating Committee of Johnson County in Council Information Packets.

#### **Collect and Analyze Data on Individuals who Apply for Employment with the City**

The City has been collecting data on the race and ethnicity of individuals that 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.

#### **Collect and Analyze Data on Individuals who Apply for Appointment on City Boards/Commissions**

The City has been collecting data on the race and ethnicity of individuals that apply for appointment on a City board/commission 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. Further information on how the City plans to increase the diversity of the applicant pool for boards and commissions can be found in the 2013, 2014 reports on equity.

October 6, the Council by resolution 15-300 established a reappointment process for City boards and commissions to decrease stagnation in the reappointment process and set a consistent policy.

September 14, staff of the Human Rights Office and City Clerk's Office participated in a webinar sponsored by the Government Alliance on Racial Equity entitled *Using Board and Commission Appointments to Advance Racial Equity*.

November 24, the City Clerk, to further the overall goal to make the application process more user friendly for boards and commission applicants, streamlined the application form to provide for email submissions and printing capabilities.

#### **Evaluate a Racial Equity Impact Review Tool for City Budgets, Programs, Policies and Services**

Further information will be reported out in the next quarterly report on this item. Initial GARE training and workshop has just been completed.

#### **Increase Racial/Ethnic Diversity of the Applicant Pool for Hiring within the Police Department**

September 18, the Human Resource Department created a brochure *Understanding the Application and Hiring Process for Certified Law Enforcement Positions with the City*. To be used by the Police Department for outreach and recruitment purposes.

October 1, the Police Department participated in a Criminal Justice Career Fair that was held on the University of Iowa campus.

**Increase Awareness of the Options to File Complaints of Discrimination Against the Police Department or other City Services, Program or Operations**

November 5, the Equity Director met with Ty Coleman, Media Productions Services Coordinator, to discuss creating a Public Service Announcement that could be aired on City Channel 4 and local news channels.

**Other Items to Note**

September 17, the Equity Director participated in a webinar on Measuring Positive Youth Outcomes. The webinar can be viewed at the following link

[https://www.youtube.com/watch?v=N\\_lVWrG87OY](https://www.youtube.com/watch?v=N_lVWrG87OY). It was sponsored by the Council of Juvenile Corrections Administrators.

October 1, a Captain and the Community Outreach Assistant for the Police Department attended the *Iowa Criminal Justice Summit 2015: A National Conversation in Iowa*. The event was held on the University of Northern Iowa campus. The summit included discussions by members of the Iowa judiciary, legislative and executive branches of government on over criminalization, disparities and reform efforts.

October 3, City staff from Parks and Recreation and Transit attended *Up, Down, and All Around: Strategies for Working with Youth*, the training was held at Johnson County Extension. Participants learned techniques for effective communication when working with youth individually and in groups.

October 22, Human Resource and Parks and Recreation staff participated in a Job & Resource Fair sponsored by the Human Rights Commission and several area non-profits. The Job & Resource was held at the Eastside Plaza.

October 28, Council members and City staff from the following offices and departments attended the 32<sup>nd</sup> Human Rights Awards Breakfast: Housing Authority, Human Rights, City Clerk, City Attorney, City Manager, Public Library, Police, Neighborhood and Development Services. The event was held at the Iowa Memorial Union in the Second Floor Ballroom. Current Human Rights Commission and past chair Orville Townsend Sr., delivered the keynote address *Racism: A Community Puzzle*.

October 28, 29, the Human Rights Investigator and Sustainability Services Coordinator participated in the Urban Sustainability Directors Network 2015 Annual Meeting Post-Conference Workshop: *Equity in Sustainability*. The purpose of the workshop was to discover ways to embed equity in government systems, build a team to advance equity and to apply an equity lens to projects. The annual meeting was held in Minneapolis, Minnesota.

November 6, Council member and City staff from the Communication, Police, Human Rights and Parks and Recreational Departments' participated in a full day training with Bill Eddy, LCSW, JD, on *How to Deal with High Conflict Personalities: Learn to De-escalate Situations and Calm Upset or Angry People*. The training was held at The Hotel at Kirkwood Center and sponsored by Mediation Services of Eastern Iowa and Diversity Focus.

November 14, City staff in a memo to Council supported the recommendation from the Human Rights Commission to include participation in the Housing Choice Voucher program in the definition of Public Assistance Source of Income.

November 22, the Police Chief and Dr. Christopher Barnum spoke on the St. Ambrose study on *Disproportionate Minority Contact in Traffic Stops* at the Crime Net meeting. Crime Net is a bi-monthly meeting of local, state and federal law enforcement officials. The study has been viewed as being a proactive approach to measure and address racial profiling.

November 23, the Equity Director participated in a discussion with the Director for the Dubuque Human Rights Department on working with the Government Alliance on Race & Equity and updates on Dubuque's fair housing initiatives.

*See Attachment 1 for a complete list of the Police Department's activities for the third quarter.*



**TO:** Stefanie Bowers  
**FROM:** Captain Douglas S. Hart  
**RE:** DIF Reporting for ICPD 3rd Quarter 2015  
**DATE:** October 23, 2015

ICPD's DIF Reporting for the third 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.

53 ICPD Officers attended 124 events in the third quarter of 2015 totaling 309 hours and made contact with approximately 6,552 community members. Several community outreach efforts included community member ride alongs. Of particular note is the Department's participation in the Johnson County Explorers.

The Department also had Coffee with a Cop in July, August, and September. Locations for the events included the Pheasant Ridge Neighborhood Center, T-Spoons-Old Capitol Mall, and the Center for Workers Justice.

**COMMUNITY Presentations:** Documentation of any participation in a community presentation by a Department Member.

10 ICPD Officers participated in 42 community presentations in the third quarter of 2015 totaling 93.5 hours making contact with 760 community members.

**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 2 hours of Cultural Competency Training at the yearly April Training Sessions. This year's presenter was from Synchronicity. Additionally, 3 Officers attended 3 other cultural competency related trainings. This includes: Cultural Competency Training, Diversity/Privilege/Leadership, and Racial Impact Statements.

No member of the Department participated in cultural competency training this quarter.

**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.

3 ICPD Officers participated in 6 public education efforts on rights in the third quarter of 2015 totaling 8.25 hours and making contact with 248 community members.

**COMMUNITY PARTNERSHIPS:** Documentation of any partnership between the Department and another Community Organization.

ICPD worked with multiple community partnerships that led to attendance at 113 events by 21 officers who spent 311.25 hours with 3,635 community members.

Of note is the Department's partnership in National Night Out. National Night Out is designed to heighten crime and drug prevention awareness, generate support for and participation in neighborhood anti-crime programs, strengthen neighborhood spirit and police-community partnerships, and send message that neighborhoods are organized.

The Department's Neighborhood Resource Officer participated in a new partnership with Kirkwood Criminal Justice program with ongoing class visits and presentations. This officer's partnership with Learning for life continued with meetings and signing up to become a Learning for Life Explorer post #911.

The Department's Downtown Liaison Officers partnership with the Johnson County Local Homeless Coordinating Board (LHCB) and the Frequent User Systems Engagement (FUSE) sub-committee. This sub-committee is working toward and "housing first" initiative which will provide housing to chronically homeless individuals with a goal of reducing their use of emergency services.

The collaboration with the Iowa City Bike Library to repurpose abandoned bicycles impounded by the police department continues. Instead of being auctioned or recycled as scrap metal, the Iowa City Bike Library refurbishes some of the bicycles which are then lent out through their organization. The remaining bicycles are collected by Working Bikes. Working Bikes is a non-profit that rescues discarded bicycles and gives them new life by redistributing them in global communities. The Iowa City Police Department turned over approximately 58 abandoned bicycles to these organizations this quarter.

The Department also conducted 688 extra patrol efforts, 247 foot patrol efforts, and made 11 school visits.



# Karaoke

BE THE STAR

# Night

Join us for a night of  
karaoke to kick  
teen hunger!

TEEN-FRIENDLY FOODS OR  
MONETARY DONATIONS  
WELCOMED!

HELP US ADDRESS  
TEEN HUNGER ONE SONG AT  
A TIME!

FIND US ON FACEBOOK!

[WWW.FACEBOOK.COM/GWORLDJoCo](http://WWW.FACEBOOK.COM/GWORLDJoCo)

FOR QUESTIONS CONTACT:

LATASHA DELOACH

319-356-6090 OR

[LDELOACH@CO.JOHNSON.IA.US](mailto:LDELOACH@CO.JOHNSON.IA.US)

When: Friday January 15th

Time: 6-8 pm

Where: United Action for Youth

355 Iowa Avenue, Iowa City

# Black Workers' Conference

Sponsored by the Iowa City Federation of Labor, AFL-CIO  
with support from the Iowa Federation of Labor, AFL-CIO  
Presented by The University of Iowa Labor Center

A one-day education conference designed to bring together black workers active in their unions or communities. Open to all area workers and union members interested in learning about workplace rights, racial justice, and labor issues.

Topics will include:

- **Race & Labor Rights:** U.S. labor and civil rights history, & key trends and issues facing black workers today
- **Your rights at work:** Introduction to legal rights and contract enforcement
- **Building power for the future:** Roles of the labor movement and black leaders in organizing for workplace and community justice

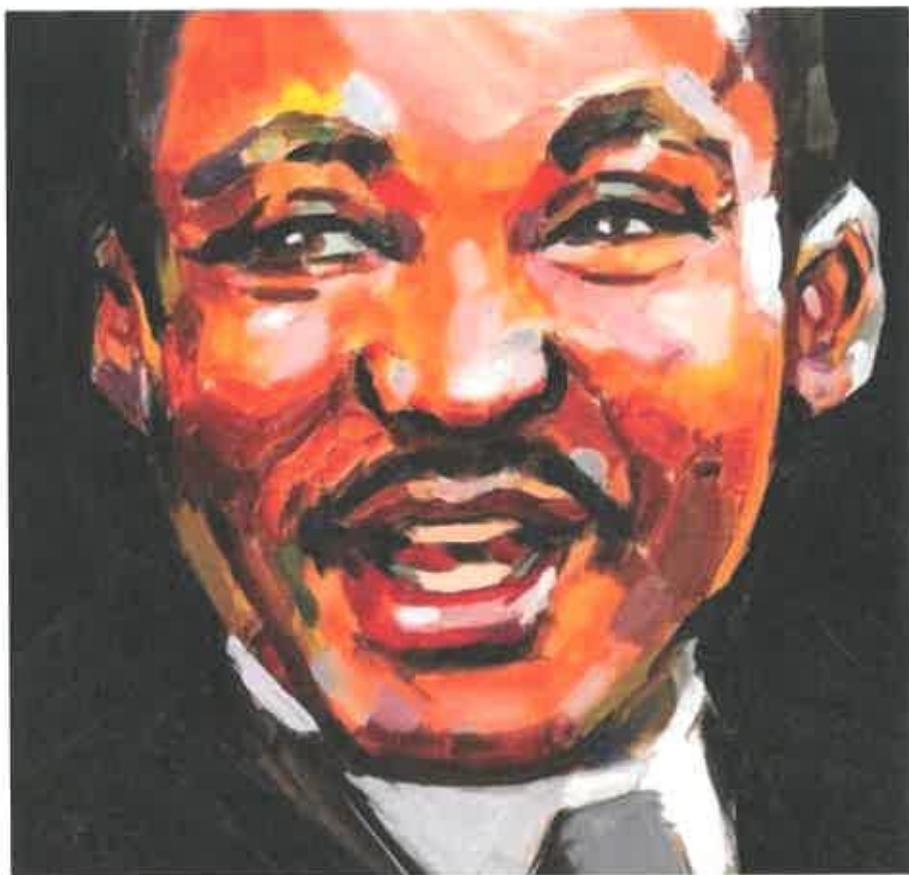


**DATE:** Saturday, January 16, 2016  
**TIME:** 9:00 am – 3:30 pm  
**LOCATION:** Iowa City Federation of Labor  
940 S. Gilbert Court, Iowa City

**\*\*NOTE NEW DATE!\*\***

**Please register before January 12<sup>th</sup> by calling 319-335-4144.**

Lunch provided by the Iowa City Federation of Labor.



**“NOW IS THE TIME TO MAKE REAL  
THE PROMISES OF DEMOCRACY.”**

**2016  
MARTIN  
LUTHER  
KING JR.**

**INTERFAITH SERVICE**

**Please join us at the  
2016  
Interfaith Service  
in honor of  
Dr. Martin Luther  
King, Jr.**

*and his call for  
justice, democracy, peace,  
and love.*

**Sunday, January 17  
7:00 pm**

First Mennonite Church of Iowa City  
405 Myrtle Ave., Iowa City

**Offered by the Consultation  
of Religious Communities  
(CRC)**

Join with members of Iowa City's  
diverse faith community to honor  
the life and legacy of the Reverend  
Dr. Martin Luther King, Jr.

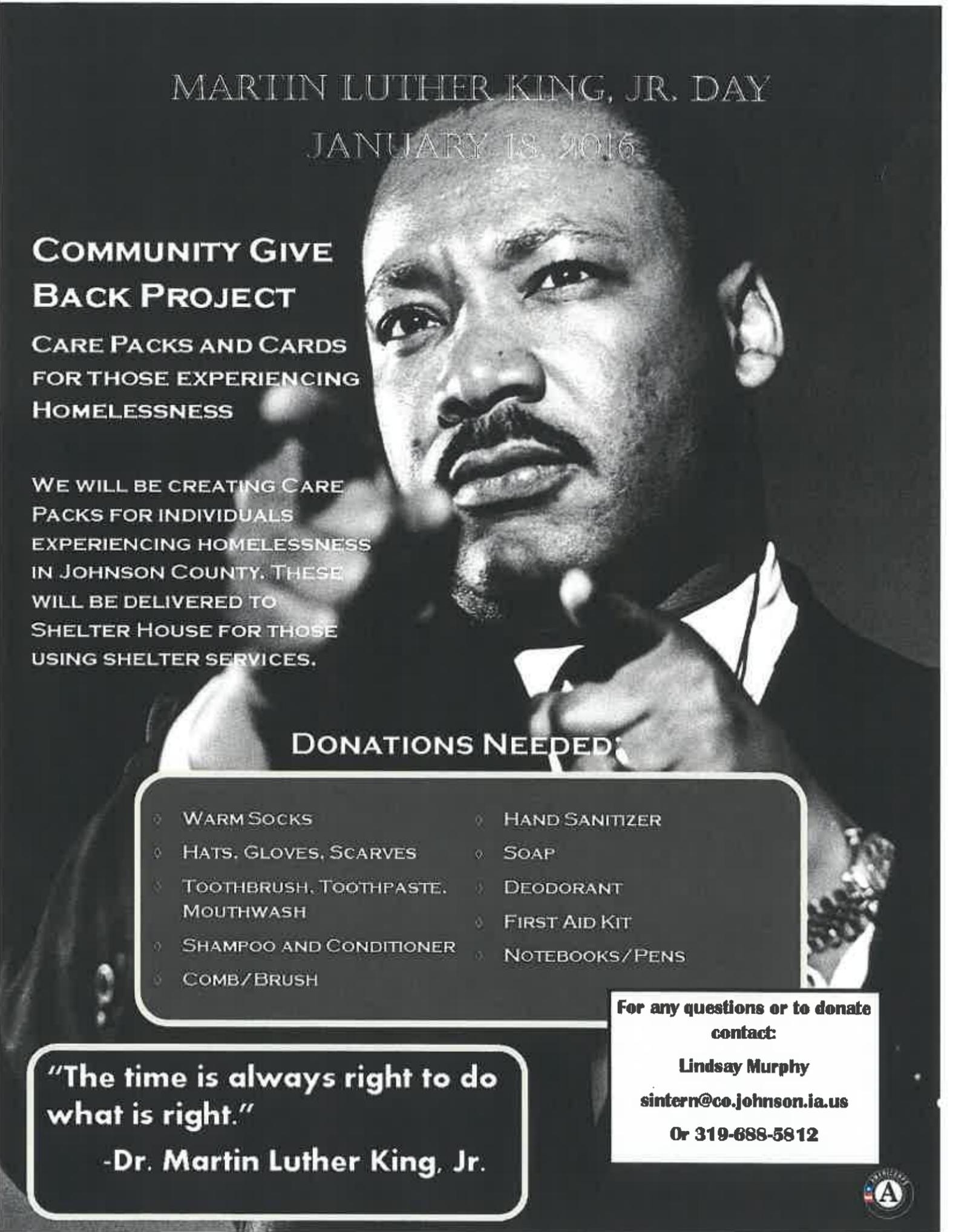
This year's offering will go to  
the **Inside Out Reentry Community**,  
which supports people returning  
from incarceration.

Handicapped parking is available in  
the church parking lot on  
Myrtle Avenue and by the  
entrance in the lot behind the church.



All other parking is available in the  
lot behind the church.

More information will be available  
at [bit.ly/1mGT3mW](http://bit.ly/1mGT3mW).

A black and white portrait of Martin Luther King, Jr. is the background of the entire page. He is looking slightly to the left with a thoughtful expression, his hand near his chin.

MARTIN LUTHER KING, JR. DAY  
JANUARY 18, 2016

**COMMUNITY GIVE  
BACK PROJECT**

**CARE PACKS AND CARDS  
FOR THOSE EXPERIENCING  
HOMELESSNESS**

WE WILL BE CREATING CARE  
PACKS FOR INDIVIDUALS  
EXPERIENCING HOMELESSNESS  
IN JOHNSON COUNTY. THESE  
WILL BE DELIVERED TO  
SHELTER HOUSE FOR THOSE  
USING SHELTER SERVICES.

**DONATIONS NEEDED:**

- |  |                  |
|--|------------------|
| ◇ WARM SOCKS                           | ◇ HAND SANITIZER |
| ◇ HATS, GLOVES, SCARVES                | ◇ SOAP           |
| ◇ TOOTHBRUSH, TOOTHPASTE,<br>MOUTHWASH | ◇ DEODORANT      |
| ◇ SHAMPOO AND CONDITIONER              | ◇ FIRST AID KIT  |
| ◇ COMB/BRUSH                           | ◇ NOTEBOOKS/PENS |

**"The time is always right to do  
what is right."**

**-Dr. Martin Luther King, Jr.**

**For any questions or to donate  
contact:**

**Lindsay Murphy**

**[sintern@co.johnson.ia.us](mailto:sintern@co.johnson.ia.us)**

**Or 319-688-5812**



# MARTIN LUTHER KING, JR. DAY

## JANUARY 18, 2016

LET US JOIN TOGETHER AS A COMMUNITY TO  
CELEBRATE THE LIFE AND WORK OF  
MARTIN LUTHER KING, JR.

### ACTIVITIES INCLUDE:

- ◊ BELL RINGING CEREMONY
- ◊ ENTERTAINMENT
- ◊ OUTSTANDING YOUTH AWARDS
- ◊ FREE FOOD
- ◊ COMMUNITY GIVE BACK PROJECT
- ◊ AND MORE!

### LOCATION: THE SPOT

1030 CROSS PARK AVENUE, IOWA CITY

TIME: CEREMONY WITH FOOD: 11AM

COMMUNITY GIVE BACK: 9-11AM AND 2-4PM

FOR QUESTIONS CONTACT:

RAQUISHIA HARRINGTON

[RAQUISHIAHARRINGTON@NCLC.ORG](mailto:RAQUISHIAHARRINGTON@NCLC.ORG)

319-354-7989

**"Now is the time to make real  
the promises of democracy"**

**-Dr. Martin Luther King, Jr.**



THIS EVENT IS SPONSORED BY NEIGHBORHOOD CENTERS OF JOHNSON COUNTY, BLACK VOICES PROJECT, AMERICORPS, UNITED ACTION FOR YOUTH, COMMUNITY PARTNERSHIPS FOR PROTECTING CHILDREN, IOWA LEGAL AID, AND JOHNSON COUNTY SOCIAL SERVICES

**Dr. Martin Luther King, Jr. Celebration  
Bethel African Methodist Episcopal Church  
Monday, January 18, 2016, 2:00 p.m.**



**411 South Governor Street  
Iowa City, Iowa**

**Special Guest Speakers:  
The Rev. Marcus Haack and Orville H. Townsend, SR.  
“Building and Crossing Bridges Together”**

**Musical Selections by Charism and  
Bethel A.M.E. Youth and Adult Choirs**

**Reception following the Program**

## Adverse Childhood Experiences (ACEs)

Traumatic events that occur in a child's life that are linked with a higher risk of experiencing medical, psychiatric, and social issues into adulthood

### Come join us for a deeper understanding of Adverse Childhood Experiences

The ACE Interface workshop is designed to increase awareness of the ACEs study and the science behind it including:

- Brain research and ACEs
- The Adverse Childhood Experiences Study
- Protective Systems and ACEs

**WHO SHOULD ATTEND:** Anyone who works with children or adults directly or indirectly including: school staff, social service providers, parents, and involved community members

**DATE:** January 20, 2015

**TIME:** 1pm – 5pm

**LOCATION:**

Johnson County Health and Human Services Building  
858 S. Dubuque Street, Iowa City  
Room 203 (Upstairs Conference Room)

**REGISTRATION:** space is limited. Register here:  
<https://adversechildhoodexperiences.eventbrite.com>

Working together  
to improve the  
health and  
well-being of  
individuals and  
families in our  
community



For more information contact  
LaTasha DeLoach at 319-356-6090 or  
[ldeloach@co.johnson.ia.us](mailto:ldeloach@co.johnson.ia.us)

## **Workshop on Diverse Discrimination**

**Employment Barriers Faced by People of Color  
8:30 am – 10:30 am  
Friday, January 22  
Eastside Recycling Educational Center  
2401 Scott Boulevard SE.**

**The workshop will be facilitated by: Maria E. Flores, Program Manager, U.S. Equal Employment Opportunity Commission (EEOC), who is a 24-year veteran of the EEOC with a proven record as a highly-rated EEO speaker and trainer.**

**This workshop is ideal for human resource professionals, EEO/AA officials, and other employment decision-makers.**

- The workshop is free but preregistration is required.
- Registration is capped at 45 participants.
- To register please email [humanrights@iowa-city.org](mailto:humanrights@iowa-city.org) or call 319-356-5022.
- Registration is open through Wednesday, January 20 or until all 45 spots are filled.

*Complimentary bus passes to attend the presentation are available. Please request at the time of registration.*

**This workshop is sponsored by The City of Iowa City Human Rights Commission.**

Individuals with disabilities are encouraged to participate in City sponsored events. If you are a person with a disability who requires an accommodation in order to participate in this program, please contact the Human Rights Department at least 72 hours in advance at 319-356-5022.

# on their **own & ok**

**WHO SHOULD ATTEND:** Childcare Providers

**DATE:** January 28, 2016

**TIME:** 6:00pm—8:00pm

**LOCATION:** Johnson County Health and Human Services (HHS) Building  
855 S. Dubuque Street, Iowa City (Conference Room 203B) (Second Floor)

Please join us for a workshop on teaching youth the skills they need to be able to stay home independently. As youth transition from afterschool care to being at home alone it's important that they have basic self-help and safety skills until a guardian arrives. This workshop will assist providers in teaching skills, such as handling simple routine tasks, understanding boredom versus loneliness, handling emergencies, knowing parts of their home, and preparing a simple snack.



**REGISTRATION REQUIRED:** Space is limited. Registration deadline is January 22, 2016

Registration Link: <http://ontheirown.eventbrite.com>

Contact Us: LaTasha DeLoach or Lindsay Murphy 319-356-6090 (Office Number)

**\*\*This course has been approved for DHS training hours\*\***



# Explore Foster Parenting on February 8

Are you open-minded, patient, caring and a great team player? You could be a great foster parent, and youth in our community need you!

Iowa KidsNet is hosting an information session in Iowa City about our area's need for foster parents. Join us to learn why foster parenting could be the most rewarding experience you'll ever have. We'll hear stories from local foster parents, and there will be time for questions. Walk-ins welcome.

**February 8, 2016**

**6:00 p.m.**

Iowa City Public Library (Meeting Room A)  
123 South Linn Street

Questions? Please contact Ashley Hart at [ahart@fouroaks.org](mailto:ahart@fouroaks.org) or 319.784.2144.



**Iowa KidsNet**  
LOCAL AND STATEWIDE SOLUTIONS

[www.iowaKidsNet.com](http://www.iowaKidsNet.com)

1.800.243.0756 (toll free)



## **F.U.N. (FATHERS UNITED NOW)**

***Get the fathering skills you need!***

F.U.N. is a program of The Dream Center Fatherhood Academy. This community-based support group focuses on uniting fathers and discussing relevant topics around fatherhood.

The 24/7 Dad curricula focus on the 5 characteristics that exemplify the traits and qualities of a devoted and nurturing father. Topics include: What it Really Means to Be a Man, Handling Emotions, The Father's Role, Discipline, Getting Involved with Your Children, and Working with Mom and Co-Parenting.

### **DETAILS:**

**Dates:** Tuesdays

**Time:** 5:30 to 7:00 PM

**Location:** The Dream Center

### **FOR MORE INFO OR TO SIGN UP, CONTACT:**

**Frederick Newell or Darin Kriener**

**611 Southgate Ave, Suite A, Iowa City, IA 52240**

**(319)621-8253 | [info@thedreamcenteria.org](mailto:info@thedreamcenteria.org) | [www.thedreamcenteria.org](http://www.thedreamcenteria.org)**



24/7 Dad™ is a nationally recognized program designed for any dad who wants to improve his knowledge and skills to help him raise healthy children