

**AGENDA**  
**Human Rights Commission (HRC)**  
**Tuesday, April 16, 2019**  
**5:30 P.M.**

City Hall, Helling Conference Room  
410 E. Washington Street, Iowa City

1. Call Meeting to Order and Roll Call.
2. Approval of the March 19, 2019 minutes.
3. Public Comment of Items not on the Agenda. (*Commentators shall address the Commission for no more than 5 minutes. Commissioners shall not engage in discussion with the public concerning said items*).
4. Items to be discussed:
  - a. Quarterly Update from Library Director, Elsworth Carman.
  - b. Quarterly Update from Police Chief, Jody Matherly.
  - c. Funding Request: Iowa Chinese Association: An Evening of Chinese Performing Arts.
  - d. Youth Awards (May 8).
  - e. Committees: Public Safety; Education; Community Outreach; Housing.
  - f. Correspondence.
5. Updates/Reports:
  - a. Social Justice and Racial Equity Grant Work Session to be held on May 15 at 5:30.
6. Staff/Commission Announcements. (*Commissioners shall not engage in discussion with one another concerning said announcements*).
7. Comments of Staff.
8. Adjournment.

*If you will need disability-related accommodations to participate in this meeting please contact the Equity Director, Stefanie Bowers, at 319-356-5022 or at stefanie-bowers@iowa-city.org. Early requests are strongly encouraged to allow sufficient time to meet your access needs.*

Draft minutes of March 19, 2019

## Draft Minutes

**Human Rights Commission**  
**March 19, 2019**  
**Helling Conference Room, City Hall**

**Members Present:** Jeff Falk, Cathy McGinnis, Bijou Maliabo, Jessica Ferdig, Barbara Kutzko, Tahuanty Peña, Adil Adams, Jonathon Muñoz.

**Members Absent:** Noemi Ford.

**Others Present:** Andrea Cohen.

**Staff Present:** Stefanie Bowers.

**Recommendation to Council:** No.

**Call to Order:** The meeting was called to order at 5:30 PM.

**Approval of February 19, 2019 Meeting Minutes:** Kutzko moved to approve the minutes; the motion was seconded by Falk. A vote was taken, and the motion passed 5-0. (Peña abstained) (Maliabo, Muñoz not present).

**Funding Request for Archibald Alexander Elementary PTO:** This is a funding request to offset the cost of the first annual Father-Daughter, Mother-Son Night at Alexander Elementary School.

To date, the Commission has supported community funding in the amount of \$1,106.00 for fiscal year 2019. Kutzko moved to approve \$200.00 for this request, the motion was amended by Adams to \$250.00, Peña seconded. Commissioners discussed whether the event was exclusionary, but then noted that it was *open to all* according to the application. They also inquired as to whether the funding the group requested from another City department was granted. The PTO is doing the event in conjunction with the South District Neighborhood Association (SDNA) and Zeta Phi Beta Sorority. The SDNA received funding through the Social Justice and Racial Equity grant for fiscal year 2019.

Muñoz made a friendly amendment to fund at \$150 to cover the price for food per the budget submitted with the request, McGinnis seconded. The motion passed 7-1 (Adams in the negative).

**Proclamations:** Two proclamations have been submitted for the Council meeting of April 2, Iowa Marriage Equality Day (April 3) and National Fair Housing Month (April). Peña will accept both on behalf of the Commission at the Council meeting.

**Strategic Plan and Committee Updates:** There are four committees that assist in advancing the strategic plan. The four committees are Housing (\*Falk, Adams, Peña);

## **Draft Minutes**

### **Human Rights Commission March 19, 2019 Helling Conference Room, City Hall**

Public Safety (\*McGinnis, Maliabo); Education (Falk, Kutzko); and Community Outreach (\*Adams, Falk, Muñoz). Asterisks designates chairs of the committees.

Housing Committee has not been active aside from a couple of affordable housing advocates that came to talk to the Commission about area programs.

Cohen did the update for Public Safety. Cohen has been working with the committee on hate speech that is occurring in Iowa City. Cohen would like to create a data base of hate speech occurrences in Iowa City to assist with identifying individuals/groups doing it and to track trends.

Cohen has met with the University of Iowa Dean of Students, Resident Assistance Coordinator, and the Director of Women's Resource and Action Center. Cohen would like to see the University conduct how to respond to hate speech trainings for students. The trainings should include role playing so that students would know how to respond when it happens to them. Ideally, she would like to see a community toolkit that would borrow from resources across the country. The toolkit would include what to do if it happens to you and mechanisms to handle and deal with the trauma that it inflicts.

Education Committee is meeting later this evening.

Community/Outreach Committee has nothing new to report.

**Social Justice and Racial Equity Grant:** On May 15 the Commission will hold a work session that allows feedback from the public on the grant process. All the groups who submitted applications for fiscal year 2019 will be invited to come and provide feedback.

A few Commissioners feel that a listening post may be preferred over a work session to make the feedback process less formal and perhaps more candid. Feedback from surveys on the process have been sent to applicants and 10 have been received to date. The need for an actual work session is perhaps a way to get some information that comes from how someone is talking about the process versus a statement in a survey.

Commissioners also need to think of the procedure that will be followed at the work session. To make it productive and allow all who wish to speak to have that option. This will be discussed at the April Commission meeting.

#### **Youth Awards:**

The event will be May 8 at The Englert. The Mayor will deliver brief remarks. Peña will deliver the welcome, Muñoz the presentation, Ferdig will distribute the awards, and Kutzko will deliver the closing.

## **Draft Minutes**

**Human Rights Commission  
March 19, 2019  
Helling Conference Room, City Hall**

### **Reports of Commissioners:**

Malibo spoke on an incident she had at her daughter's school that involved derogatory remarks made towards her by another parent.

Muñoz mentioned that the League of United Latin American Citizens 308 will be sponsoring a Lotería Night at The Mill as part of a fundraiser on March 31.

Ferdig is assisting on the planning for the 3<sup>rd</sup> Annual Science of Health Equity Summit being held on April 4, at the University of Iowa's College of Public Health Building.

Peña recently participated in a meeting with a member of the Housing and Community Development Commission. The discussion centered around ways the two Commissions can work together to avoid funding the same organizations within the same grant cycles.

**Adjournment:** Motion to adjourn at 6:58 PM.

Member Attendance Sheet

Member	Term Exp.	1/8	1/24	2/19	3/19	4/16	5/21	6/18	7/16	8/20	9/17	10/15	11/19	12/10
Maliabo	1/2021	Present	Present	Present	Present									
McGinnis	1/2021	Present	Present	Present	Present									
Muñoz	1/2021	Excused	Present	Present	Present									
Kutzko	1/2020	Present	Present	Present	Present									
Falk	1/2020	Present	Present	Present	Present									
Peña	1/2020	Present	Present	Excused	Present									
Adams	1/2022	Excused	Present	Present	Present									
Ferdig	1/2022	Present	Present	Present	Present									
Ford	1/2022	Present	Excused	Present	Excused									

**KEY:**

- X = Present**
- O = Absent**
- O/E = Absent/Excused**
- NM = No meeting**
- = Not a Member**

# Funding Request

## Cover Letter (required reading)

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Thank you for your interest in seeking sponsorship from the Iowa City Human Rights Commission. The Commission provides funding to organizations and agencies to offset the costs of organizing, planning, and facilitating educational public forums or programs and activities that are 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.

To process your request for sponsorship, we need you to take a few minutes to fill out the attached application form. Please note sponsorship requests are due by 5 p.m. on the second Monday of each month. The Iowa City Human Rights Commission will review the request at their monthly meeting and staff will contact you to let you know whether the request has been approved. If you are awarded funding, you will be required to submit a full (one page) summary of funding impact, including but not limited to, number of persons involved in your project, anecdotal stories to share with the team about the event, frequency of the event, and other essential information. Reporting instructions for full reimbursement of funds are attached to this document.

If you have any questions about the application process, please do not hesitate to contact Equity Director Stefanie Bowers at 319-356-5022 or [Stefanie-bowers@iowa-city.org](mailto:Stefanie-bowers@iowa-city.org).

Please sign here to verify you have read the cover letter to this form. \*



*Sujun Channon*



# Application

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**Date \***

3/21/2019

**Group/Organizaton Name \***

Iowa City Chinese Association

**Contact person \***

Suyun Channon

**Phone number \***

319-471-5938

**Email \***

iowacity.iccs@gmail.com

**Date of activity/event/program \***

5/6/2019

**If your event occurs on multiple dates, list here**

**Event location and address \***

Recital Hall, Voxman Music Building 93 E Burlington St, Iowa City, IA 52242

**Is the event wheelchair accessible? \***

- Yes  
 No

**Is the event accessible to individuals with visual impairments? \***

- Yes  
 No

**Describe the activity/event/program and how it contributes to Human Rights. \***

An Evening of Chinese Performing Arts

Performing arts professionals and amateurs from the local Chinese community will be showcasing their culture, musical talents, dance, and more. The public is invited to attend and no tickets are required.

This event contributes to Human Rights by demonstrating the diversity and inclusion of the Iowa City area community. Event attendees will have an opportunity to experience Chinese culture and arts, and learn more about the local Chinese community.

**Amount of funds requested. Attach an itemized budget (field below). \***

\$ 500.00

**Attach itemized budget. \***

Itemized budget.docx

11.42KB

**List other funders below:**

**Has this organization applied for any other City of Iowa City funding for this activity/event/program?**

- Yes  
 No

**If yes, what department were the funds requested through?**

**How much funding was requested?**

\$

**Was this request granted?**

- Yes
- No

**Has the organization received any funding from the City of Iowa City in the last year? \***

- Yes
- No

**If yes, what department were the funds requested through?**

**How much funding was requested?**

\$

**How will this activity/event/program be marketed?**

This event will be marketed via posters, social media, and email invitations.

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

- Yes
- No

**Is the activity/event/program a fundraiser? \***

- Yes
- No

Graphic design     \$200

Poster printing     \$150

Food and drinks     \$150

# April Social Justice and Racial Equity Reports FY18

## **SJRE Grant Report April 2019**

Shelter House has continued to make strides to expand the Social Engagement and Healthy Living Initiative for the Fairweather Lodge since the previous report for the Social Justice and Racial Equity Grant. We have maintained all former relationships, which individuals can benefit from the activities our partners offer as participant's transition into the program.

As mentioned in the previous grant report, the funding has been utilized to send two members to a peer support specialist training. One of these members currently resides in a Fairweather Lodge graduate house, allowing them to apply the skills they learned at the training in their every day interactions with their housemates. This individual is also employed in a janitorial position at Cross Park Place, Shelter House's new housing first project for individuals who are chronically homeless and high service utilizer. Through providing a peer support specialist, individuals residing across Shelter House's permanent supportive housing programs will be able to utilize a resource with lived experience.

One of the primary coping mechanisms the Fairweather Lodge promotes is through art therapy. The program has ongoing relationships with Renee's Ceramic Café, Brush & Barrel, and the Iowa Ceramic Center and Glass Studio, which enables the members to attend workshops and create individual pieces to express themselves. The Fairweather Lodge also uses funding to cover supplies for artwork to be done as a group at home as well. Art therapy has proven to be a very beneficial element to the members of the Lodge program. For example, one member opened their own Etsy shop to sell items they create, and two others have had their artwork showcased at Film Scene for an exhibition. This exhibition provided the artists an opportunity for them to make more connections with other artisans in the community, as well as provided a space for them to sell their pieces. Having the exhibition take place at Film Scene has allowed the Fairweather Lodge to develop a stronger relationship with this local business.

In order to encourage cultural experiences, the Fairweather Lodge has continued to support the independent films shown at Film Scene, as well as attend local museums such as the University of Iowa Museum of Natural History, Antique Car Museum of Iowa, the National Motorcycle Museum, the Cedar Rapids Museum of Art, and the Cedar Rapids Czech and Slovak Museum. The Social Justice and Racial Equity Grant has enabled the Fairweather Lodge to visit these various institutions as part of programing by allowing us to cover transportation costs and admission fees to the exhibits. These experiences are especially valued by the members of the Fairweather Lodge, because despite the fact that some have been residing in the surrounding communities, many have not had the opportunity to visit them beforehand.

After having a member perform in "This Is My Brave", a show that features true stories about people's experiences with mental illness and is told through creative expression, the Fairweather Lodge is continuing to support the National Alliance on Mental Illness (NAMI) by utilizing services from R Place Peer Center, and attending the annual NAMI walk this spring.

Without the Social Justice and Racial Equity Grant, it would likely not be feasible to provide transportation for the members to participate in these events.

The Fairweather Lodge also promotes healthy activities by continuing to attend and transport members to weekly sessions at Friendship Yoga, visit the Robert E. Lee recreation center, and bowl at Colonial Lanes. These activities all get the members physically engaged to advocate for healthier lifestyles. Funding from the Social Justice and Racial Equity Grant will also be used to purchase seeds, tools and other supplies for a gardening group this spring and summer. There has been a gardening group in previous years, however, this year the funding will also allow us to plant fruit bearing trees. Having gardening group has proven to be successful in the Fairweather Lodge because it gets the members active outdoors, teaches them how to grow their own food, and allows them to develop a healthier diet as they have access to incorporate more fruits and vegetables. Access to healthy food is vital for the members of the Fairweather Lodge, which is also why we use funding to provide transportation to CommUnity Crisis Services to access the food bank, as well as the grocery store.

In a recent survey distributed to the active members of the Fairweather Lodge program, 100% reported they were satisfied with the social outings provided by the Fairweather Lodge, have made stronger social connections with peers, and have learned different skills to better cope with the challenges they face. Over the past five months, the program has averaged five activities per month sponsored by the Social Justice and Racial Equity Grant. We predict this number will rise once again this spring and summer. It is important to note, however, that the Fairweather Lodge is stretching the funds beyond what was expected by surpassing the goal of three activities per month as stated in the application. Furthermore, data has found that prior to receiving the Social Justice and Racial Equity Grant, the average length of stay for members was 84.9 days. Since being awarded the grant, the average length of stay has increased to 93.2 days, while also receiving an increase in the amount of applicants accepted. Recognizing this information, it is clear the Social Justice and Racial Equity Grant has profoundly impacted the Fairweather Lodge's Social Engagement and Healthy Living Initiative in ways that would not have been possible without it.

**Shelter House**  
**Fairweather Lodge Activities Grant**  
**April 1, 2018 through March 14, 2019**

Type	Date	Num	Name	Memo	Class	Amount
<b>62800 · Utilities &amp; Facility</b>						
<b>62870 · Program supplies</b>						
Bill	04/24/2018		Shea Velez-West...		Lodge Grant-Activities	28.00
Credit Card Charge	04/30/2018				Lodge Grant-Activities	10.00
Credit Card Charge	04/30/2018				Lodge Grant-Activities	60.00
Credit Card Charge	04/30/2018				Lodge Grant-Activities	49.00
Credit Card Charge	04/30/2018				Lodge Grant-Activities	50.00
Bill	05/30/2018		Mary Lou Mayfield		Lodge Grant-Activities	31.79
Credit Card Charge	05/31/2018				Lodge Grant-Activities	20.00
Credit Card Charge	05/31/2018				Lodge Grant-Activities	50.00
Credit Card Charge	05/31/2018				Lodge Grant-Activities	60.00
Credit Card Charge	07/16/2018				Lodge Grant-Activities	20.00
Credit Card Charge	07/16/2018				Lodge Grant-Activities	60.00
Credit Card Charge	07/16/2018				Lodge Grant-Activities	25.00
Credit Card Charge	07/16/2018				Lodge Grant-Activities	9.00
Credit Card Charge	07/31/2018		Visa	Group Activity Supplies	Lodge Grant-Activities	6.42
Credit Card Charge	08/26/2018			Worms	Lodge Grant-Activities	2.92
Credit Card Charge	08/26/2018			Activities Supplies	Lodge Grant-Activities	56.73
Credit Card Charge	09/24/2018	Erin S.		Activity- Iowa Farm Sanctyart	Lodge Grant-Activities	100.00
Credit Card Charge	10/02/2018	Erin S.		Activity - Sycamore cinema	Lodge Grant-Activities	25.00
Credit Card Charge	10/08/2018	Erin S.		Activity - Colonial lanes	Lodge Grant-Activities	56.00
Credit Card Charge	10/16/2018	Erin S.		Activity - Wilsons Apple Orchard	Lodge Grant-Activities	5.75
Credit Card Charge	10/16/2018	Erin S.		Activity - Wilsons Apple Orchard	Lodge Grant-Activities	24.75
Credit Card Charge	10/18/2018	Erin S.		Walmart - Returned keys	Lodge Grant-Activities	26.05
Credit Card Charge	10/22/2018	Erin S.		Activity - Renees Ceramic café	Lodge Grant-Activities	40.00
Credit Card Charge	10/23/2018	Erin S.		Activity - Film Scene	Lodge Grant-Activities	26.00
Credit Card Charge	10/30/2018	Erin S.		Sycamore Cinema	Lodge Grant-Activities	15.00
Credit Card Charge	11/06/2018	Erin S.		PayPal - Johnson County Historical Ce...	Lodge Grant-Activities	30.00
Credit Card Charge	11/20/2018	Erin S.		Iowa Ceramics Center	Lodge Grant-Activities	50.00
Credit Card Charge	11/30/2018	Erin S.		Brush and Barrel - Activity	Lodge Grant-Activities	50.00
Credit Card Charge	12/03/2018	Erin S.		Colonial Lanes - Activity	Lodge Grant-Activities	24.00
Credit Card Charge	12/04/2018	Erin S.		Marcus Sycamore Cine - Activity	Lodge Grant-Activities	20.00
Credit Card Charge	12/11/2018	Erin S.		Brush and Barrel - Activity	Lodge Grant-Activities	60.00
Credit Card Charge	12/12/2018	Erin S.		Filmscene - Activity	Lodge Grant-Activities	19.50
Credit Card Charge	12/17/2018	Erin S.		Renees Ceramic - Activity	Lodge Grant-Activities	50.00
Credit Card Charge	12/18/2018	Erin S.		Marcus Sycamore Cine - Activity	Lodge Grant-Activities	25.00
Credit Card Charge	12/19/2018	Erin S.		Cedar Rapids Museum - Activity	Lodge Grant-Activities	35.00
Credit Card Charge	01/08/2019	Erin S.		Marcus Sycamore - Activity	Lodge Grant-Activities	20.00
Credit Card Charge	01/09/2019	Erin S.		National Motorcycle museum	Lodge Grant-Activities	10.00
Credit Card Charge	01/15/2019	Erin S.		Marcus Sycamore - Activity	Lodge Grant-Activities	25.00
Total 62870 · Program supplies						1,275.91
Total 62800 · Utilities & Facility						1,275.91
<b>63000 · Direct resident services</b>						
<b>63020 · Client outreach expense</b>						
Credit Card Charge	07/31/2018		Visa	FWL Activity for Training - Bush & Barrel	Lodge Grant-Activities	60.00
Credit Card Charge	08/26/2018			Iowa Ceramic Center	Lodge Grant-Activities	60.00
Credit Card Charge	08/26/2018			CR Parks & Rec	Lodge Grant-Activities	24.00
Credit Card Charge	08/26/2018			Colonial lanes	Lodge Grant-Activities	32.00
Credit Card Charge	08/26/2018			Cinema	Lodge Grant-Activities	25.00
Credit Card Charge	08/26/2018			Beadology	Lodge Grant-Activities	45.00
Total 63020 · Client outreach expense						246.00
<b>63060 · Client transportation</b>						
Credit Card Charge	08/26/2018			IC Parking	Lodge Grant-Activities	1.00
Credit Card Charge	08/26/2018			IC Parking	Lodge Grant-Activities	1.50
Credit Card Charge	11/07/2018	Erin S.		Casey Store 2781 - Gas	Lodge Grant-Activities	46.00
Credit Card Charge	11/14/2018	Erin S.		Casey Store 2781 - Gas	Lodge Grant-Activities	36.50
Credit Card Charge	12/07/2018	Erin S.		Casey Store #2781 - Gas	Lodge Grant-Activities	39.34
Total 63060 · Client transportation						124.34
Total 63000 · Direct resident services						370.34
<b>65000 · HR, Fundraising, Office &amp; Admin</b>						
<b>65030 · Events &amp; fundraising expense</b>						
Credit Card Charge	08/30/2018	Erin S.		Client Activity - Renees Ceramic	Lodge Grant-Activities	50.00
Credit Card Charge	09/04/2018	Erin S.		Activity- Filmscene	Lodge Grant-Activities	32.50
Total 65030 · Events & fundraising expense						82.50

**Shelter House**  
**Fairweather Lodge Activities Grant**  
 April 1, 2018 through March 14, 2019

Type	Date	Num	Name	Memo	Class	Amount
<b>65080 · Travel/Fuel/Parking</b>						
Bill	04/24/2018		Jason Brown		Lodge Grant-Activities	80.95
Credit Card Charge	04/30/2018				Lodge Grant-Activities	2.00
Credit Card Charge	04/30/2018				Lodge Grant-Activities	447.95
Credit Card Charge	08/26/2018			IC Parking	Lodge Grant-Activities	0.75
Credit Card Charge	08/29/2018	Erin S.		Parking - IA City	Lodge Grant-Activities	0.75
Credit Card Charge	10/02/2018	Erin S.		Parking - IA City onstreet	Lodge Grant-Activities	0.75
Credit Card Charge	10/10/2018	Erin S.		Parking - IA City onstreet	Lodge Grant-Activities	0.75
Credit Card Charge	10/17/2018	Erin S.		Parking - IA City onstreet	Lodge Grant-Activities	0.75
Credit Card Charge	10/23/2018	Erin S.		Parking - IA City onstreet	Lodge Grant-Activities	0.75
Credit Card Charge	10/30/2018	Erin S.		UI Parking	Lodge Grant-Activities	1.80
Credit Card Charge	11/07/2018	Erin S.		IA City Parking	Lodge Grant-Activities	0.75
Credit Card Charge	11/13/2018	Erin S.		IA City Parking	Lodge Grant-Activities	1.50
Credit Card Charge	12/06/2018	Erin S.		IA City Parking	Lodge Grant-Activities	1.50
Credit Card Charge	12/07/2018	Erin S.		UI Parking	Lodge Grant-Activities	1.80
Credit Card Charge	12/11/2018	Erin S.		IA City Parking	Lodge Grant-Activities	1.50
Credit Card Charge	12/12/2018	Erin S.		IA City Parking	Lodge Grant-Activities	2.00
Credit Card Charge	01/07/2019	Erin S.		IA City Parking	Lodge Grant-Activities	1.50
Credit Card Charge	01/17/2019	Erin S.		IA City Parking	Lodge Grant-Activities	1.50
Credit Card Charge	01/24/2019	Erin S.		IA City Parking	Lodge Grant-Activities	1.50
Total 65080 · Travel/Fuel/Parking						550.75
Total 65000 · HR, Fundraising, Office & Admin						633.25
<b>TOTAL</b>						<b>2,279.50</b>



# City of Iowa City Human Rights Commission

## *SJRE GRANT REPORT – The FIRM Project*

**GRANTEE:** Healthy Kids School-based Health Clinics (HKS BHC)

**PROJECT FUNDED:** FIRM Project

**DATE OF GRANT FUNDING, AND DATE THIS REPORT APPLIES TO:** FY18, As of March 31, 2019

**AMOUNT AUTHORIZED:** \$ 12,300

**NAME OF PERSON REPORTING:** Alyssa Rodriguez, Susie Poulton

### **MENTAL HEALTH SERVICES COMPONENT SUMMARY**

Patients in the initial report continue receiving therapy from Luminis Minds and note significant improvements thanks to it. In addition, two other patients have been referred to this provider for services. Finally, two students with suspected learning disabilities and delays were able to have an education evaluation completed at the University of Iowa child and adolescent psychiatry clinics in order to rule out any diagnoses or other concerns. Both patients experienced different forms of significant trauma both before and during their migration to the United States/Iowa from their native countries of El Salvador and Honduras.

### **KNOW YOUR RIGHTS WORKSHOPS SUMMARY**

There will be a “Bicultural Iowa” event on 4/15 that is tying in some education/Know Your Rights training to First-Generation college students, including those who have DACA status (Deferred Action for Childhood Arrivals). This event will be in conjunction with the University of Iowa College of Law and Human Rights Center and the various cultural centers on the University of Iowa Campus. DACA high school/college students face specific stressors when it comes to planning for their post-secondary futures due to the uncertainty of the DACA program as well as rights associated with it such as whether an individual is eligible for financial aid, a work permit, or other typical requirements for a young person who is entering adulthood and navigating it after high school graduation. These uncertainties often contribute to depression and anxiety for such individuals. The Bicultural Iowa event will celebrate those Iowans with native countries other than the United States but who equally make important contributions to our community. City High School first-generation students will be able to mingle with undergraduate peers who have been in similar situations as them in order to help them feel less isolated within the place they call home.

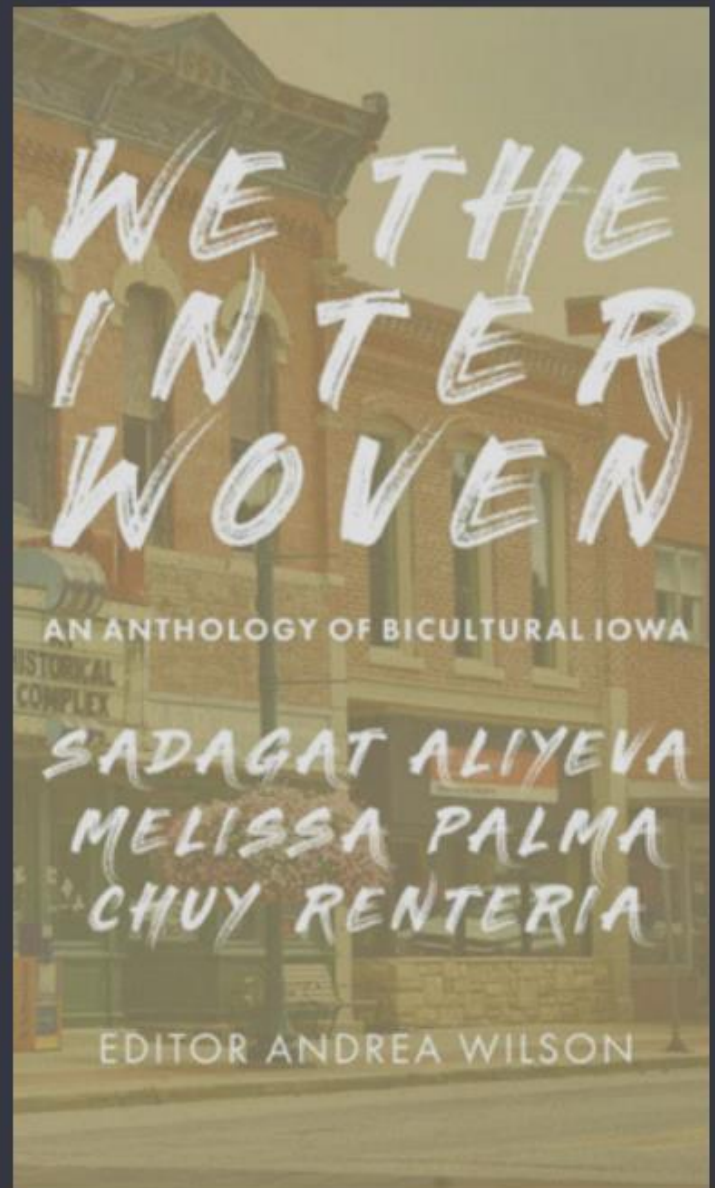
<b>Date</b>	<b>Source</b>	<b>Reason</b>	<b>Patient's Age</b>	<b>Cost</b>
11/20/18	Staples	printing		41.66
3/16/2019	Luminus Minds	therapy appt - patient 1	8	\$75
		"	9	\$75

		"	32	\$75
		therapy appt - patient 2	15	\$75
		"		\$75
		therapy appt patient 3	19	\$75
		"		75
		"		\$75
		therapy appt patient 4	17	\$75
		"		\$75
<b>4/1/2019</b>	UIHC Psychiatry	educational evaluation for 2 patients	Ages 12 and 19	720
	Iowa Writer's House	Books		239.20
<b>Total</b>				<b>1,750.86</b>

Join C.H.U.L.A.  
&  
The UI Native American  
Law Student  
Association:

# Bicultural Iowa Writers' Fellowship Book Reading & Reception

Engage in conversation with one of the authors Chuy Renteria and Editor, Andrea Wilson.



## Visit & Tour:



African-American  
Cultural Center



The Pride Alliance  
Center



Latino Native  
American Cultural  
Center



Asian Pacific  
American Cultural  
Center

**MONDAY**  
**April 15th**  
**2pm-5pm**

Interim Report, April 1, 2019  
Social Justice and Racial Equity Grant: Work Skills Initiative  
Center for Worker Justice of Eastern Iowa

The Social Justice and Racial Equity grant awarded to CWJ in the spring of 2018 for our Work Skills Initiative funded summer camps for 14 low-income youths from the immigrant community as described in our report of November 1, 2018. After completion of the summer camp activities, sewing classes were organized in the fall of last year under the direction of an experienced instructor. These classes came about in response to a survey of the CWJ membership conducted the previous spring, which demonstrated a clear interest among the immigrant community in acquiring sewing skills, both to provide hard-to-obtain clothing items for themselves and their families and as a potential source of income.

Sewing machines were purchased in bulk from Costco and two-hour classes were conducted over the course of 10 Saturdays. The first classes comprised 14 women with fair to no English skills. Upon satisfactory completion of the course, each student was provided with the sewing machine used during the class to take home with them for their own use. Details concerning the curriculum, expenses and results of this course are provided in our November 1 report.

A second sewing class was organized and initiated in the winter of 2018-19. Unfortunately, the instructor secured for this second class has experienced health issues resulting in the temporary cessation of activities class activities. We hope to resume the classes when a suitable substitute instructor becomes available.

During the Iowa City Community School District winter break, jewelry making classes for young people from the CWJ membership were conducted at Beadology under the direction of Karen Kubby. Twelve students were enrolled and attended three-hour class sessions on December 27 and 28, 2018. Instructors were supplied for these sessions, which included a structured class with a beading or jewelry making project, discussion on running a business, a tour, a glass bead making demonstration, and feedback from the students.

The regular fee charged by Beadology for the selected class in bracelet and earring making is \$60. The cost for materials was \$20, with Beadology donating the remaining \$40/person/day. For young people with a special interest in this area, Karen has declared herself open to mentoring a small group over time with skill building and business experience.



# April Correspondence



**UNA ★ USA**

Johnson County Chapter

308 E. Burlington Street, #245, Iowa City, IA 52240

March 25, 2019

Iowa City Human Rights Commission  
410 E Washington Street  
Iowa City, IA 52240

Dear Stefanie,

Thank you! Thanks to you, Night of 1000 Dinners on March 13 was a great success. We welcomed 150 guests, presented awards to three organizations advancing the UN Sustainable Development Goals, and raised funds for UN agencies and local organizations that empower women. It was a great community celebration of International Women's Day. A copy of the printed program is enclosed.

Stefanie, as always we are most appreciative of the Commission's support. In particular, I think the city press release helped to raise the visibility of Night of 1000 Dinners prior to the event.

On behalf of the Board of Directors of the Johnson County Chapter of the United Nations Association, I send warm best wishes.

With gratitude,

Jim Olson  
President

## Night of 1000 Dinners 2019

### Report to the Iowa City Human Rights Commission

The 19<sup>th</sup> annual Night of 1000 Dinners was held on Wednesday, March 13, at the Robert A. Lee Recreation Center in Iowa City. The event was a community celebration of International Women's Day (observed worldwide on March 8). Organized by the Johnson County Chapter of the United Nations Association of the USA, the event was co-sponsored by 16 businesses, faith communities, and civic groups.

One hundred fifty persons attended Night of 1000 Dinners. They enjoyed an international buffet dinner with food provided by donors and local restaurants.

The program began with greetings by Iowa City Mayor Jim Throgmorton who recalled the contributions of several women over the decades. Awards were presented to three local groups founded by women, currently led by women, and/or serving primarily women. The groups were recognized for the ways they advance the UN Sustainable Development Goals in our community. The honored organizations were the 100 Grannies for a Livable World, the Center for Worker Justice of Eastern Iowa, and the Iowa City Regional Office of Iowa Legal Aid. A representative of each group described her organization's mission, work, and the ways in which each group empowers women and helps implement the Sustainable Development Goals. The evening concluded with a vocal performance by six young refugees from the Democratic Republic of Congo and Rwanda, sponsored by the Refugee and Immigrant Association.

The emphasis in all of the presentations was citizen involvement to advance human rights. Speakers cited specific issues and actions that benefit women and the entire community. In introducing the refugee singing group, a leader of the Refugee and Immigrant Association thanked the audience for welcoming refugee and immigrants and helping them settle in our community.

After covering expenses, the event raised nearly \$4,000. These funds will be allocated to UN agencies and local organizations that empower women. In addition to income from sponsorships, ticket sales, and donations, several individuals and organizations made in-kind donations including printing, supplies, equipment, and food.

In evaluating the event, the planning committee noted both successes and areas for improvement. In the latter category we intend to work in future years to diversify our audience, honorees, and sponsors.

The Johnson County Chapter of UNA-USA is most grateful to the Iowa City Human Rights Commission for its financial support and for helping to publicize the event.



# SPONSORS



CARTHA



CITY OF IOWA CITY  
Human Rights  
Commission



MidWestOne  
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STEVE COOK  
SOUND PRODUCTION



IOWA WOMEN'S  
FOUNDATION



Iowa  
Peace Corps  
Association



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and Immigrant  
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THE UNIVERSITY OF IOWA  
CENTER FOR  
HUMAN RIGHTS



Aging and Longevity  
Studies Program  
School of Social Work



PEACE  
IOWA



Trinity  
EPISCOPAL CHURCH  
IOWA CITY



VETERANS FOR PEACE

# NIGHT OF 1,000 DINNERS

WEDNESDAY, MARCH 13  
5:30-7:30 P.M.  
ROBERT A. LEE RECREATION CENTER  
IOWA CITY, IOWA 52240

IN HONOR OF INTERNATIONAL WOMEN'S DAY



Presented by the Johnson County Chapter of United Nations Association

We also thank those who have provided food & equipment, including: Aero Rental, Bob Burnham, China Star, the City of Iowa City Office of Sustainability Services, India Café, Oasis Falafel, New Pioneer Co-op, and members of the local Sudanese community.



# UNA USA

Johnson County Chapter

Welcome to the 19th Annual Night of 1,000 Dinners, a celebration of International Women's Day.

This year, we are honoring local organizations that support (1) women and (2) the United Nations Sustainable Development Goals (SDGs). The SDGs are a universal call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity.

The three organizations being honored tonight include:

- ◆ 100 Grannies for a Livable World. The mission of 100 Grannies is to educate, advocate and agitate for renewable energy, pure water, clean air, and a healthy environment for future generations.
- ◆ Center for Worker Justice (CWJ) of Eastern Iowa. The CWJ unites low-wage workers across race and immigration status to achieve social and economic justice through education, organization direct service, and community alliances.
- ◆ Iowa City Regional Office of Iowa Legal Aid. Iowa Legal Aid provides critical legal assistance to low-income and vulnerable Iowans who have nowhere else to turn.

.....  
This event is organized by the Johnson County Chapter of the United Nations Association-USA, a non-partisan membership organization linking our local communities with the work of the United Nations. Proceeds will support UN agencies and local programs that empower women and UNA's educational work.

We express a heartfelt gratitude to our sponsors, listed on the back of this program.

# PROGRAM

## DINNER

International cuisine buffet

## WELCOME

Jim Olson, UNA-USA Johnson County Chapter President

## GREETINGS

Jim Throgmorton, Mayor of Iowa City

## PRESENTATION OF AWARDS

Acceptance by awardees:

- ◆ **100 Grannies for a Livable World**: represented by Ann Christenson
- ◆ **Center for Worker Justice of Eastern Iowa**: represented by Marcela Hurado
- ◆ **Iowa City Regional Office of Iowa Legal Aid**: represented by Jan Rutledge

Presenter: Britta Loftus, Board Member, UNA-USA Johnson Co. Chapter

## MUSICAL PERFORMANCE

Refugee and Immigrant Voice Group performance song "N'iki wayihaye iyo Mana yawe?" (*trans*: "What did you give to your God?")

## CLOSING

Jim Olson, UNA-USA Johnson County Chapter President

## Thank you for coming!

.....  
To learn more about our work, or become a member, please contact us:

Johnson County Chapter, UNA-USA

308 E. Burlington Street #245

Iowa City, IA 52240

Johnsoncountyuna@una-iowa.org

www.iowauna.org/johnsoncounty



# CITY OF IOWA CITY MEMORANDUM

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Date: April 4, 2019  
To: Iowa City Landlords and Rental Property Managers  
From: Kristin Watson, Human Rights Investigator  
Re: Criminal Background Checks

Everyone needs a place to live. Yet formerly-incarcerated people are homeless at a rate that far exceeds that of the rest of the population. A person who has been incarcerated once is more than 6 ½ times more likely to be homeless than a person who has never been incarcerated.<sup>1</sup> People incarcerated more than once are over 13 times as likely to be homeless.<sup>2</sup>

The United States incarcerates more of its population than any other country in the world.<sup>3</sup> Incarceration has a disproportionate impact on communities of color. Black men are over five times more likely, and Hispanic men are almost three times more likely, to have been incarcerated than white men.<sup>4</sup> Similarly, Black women are 5.5 times more likely, and Hispanic women over two times more likely, to have been incarcerated than white women.<sup>5</sup> While “a person with a criminal history” is not a protected class per se, refusing to rent to people who have such histories without individual consideration of their circumstances may lead to successful complaints of discrimination.

## **What is a criminal history?**

It can be more complicated than it appears to determine whether a person actually has a criminal history. Arrests should never be used to disqualify an applicant from consideration. Reports from private database companies should be examined carefully to determine whether convictions listed are truly convictions; that is, landlords should be sure they have not been expunged, sealed, or subject to a successfully completed diversion program.

## **In what ways can using criminal histories be discriminatory?**

The Fair Housing Act can be violated in two ways through use of criminal history.<sup>6</sup> The first is by direct discriminatory treatment. In these cases, a landlord treats an applicant differently because of race, national origin, or other protected characteristic, using the criminal history as a pretext for the discrimination. Examples could include:

- renting to a white applicant with a criminal history, but rejecting a Hispanic applicant with a similar history,
- making policy exceptions for white applicants, but not African-American applicants, with respect to criminal histories,
- treating an old conviction as a youthful indiscretion for a US-born applicant, while treating the same type of conviction as evidence of a criminal nature for an immigrant applicant.

The second type of violation can lead to liability even *without discriminatory intent*. This is called disparate-impact discrimination. Criminal history policies that operate to exclude protected classes from housing may violate the FHA unless they are narrowly tailored to “serve a

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<sup>1</sup> <https://www.prisonpolicy.org/reports/housing.html>

<sup>2</sup> *Id.*

<sup>3</sup> [https://www.washingtonpost.com/news/fact-checker/wp/2015/07/07/yes-u-s-locks-people-up-at-a-higher-rate-than-any-other-country/?utm\\_term=.a2381579bace](https://www.washingtonpost.com/news/fact-checker/wp/2015/07/07/yes-u-s-locks-people-up-at-a-higher-rate-than-any-other-country/?utm_term=.a2381579bace)

<sup>4</sup> <https://www.sentencingproject.org/publications/trends-in-u-s-corrections/>

<sup>5</sup> <https://www.sentencingproject.org/publications/trends-in-u-s-corrections/>

<sup>6</sup> For a more detailed discussion of this topic, see [https://www.hud.gov/sites/documents/HUD\\_OGCGUIDAPPFHASTANDCR.PDF](https://www.hud.gov/sites/documents/HUD_OGCGUIDAPPFHASTANDCR.PDF)

substantial, legitimate, nondiscriminatory interest” that cannot be served by another policy with a less discriminatory effect.<sup>7</sup>

In a disparate-impact situation, statistics, applicant data, tenant files, census data, criminal justice data, etc. will be analyzed to determine if the policy actually or predictably results in a higher burden on a protected group. If so, the landlord may show that the challenged policy is necessary to serve a substantial, legitimate, nondiscriminatory interest. This interest cannot be hypothetical or speculative, and the policy must actually achieve that interest. A common legitimate interest is protection of other residents and protection of both landlord and resident property. However, landlords may not exclude everyone with a conviction of any kind. This is too broad and is not necessary to achieve the interest of safety and property protection. Policies must accurately distinguish between convictions that indicate risk and those which do not. If a landlord’s policy passes this test, it must also pass a second test: whether there is a less-discriminatory alternative. Therefore, landlords should strive for the least-restrictive policy that still achieves the goal of protection of other residents and both landlord and resident property.

### **Are there any offenses landlords can always exclude someone for?**

Yes. According to § 807(b)(4) of the FHA, landlords may exclude persons who have been “convicted ... of the illegal *manufacture or distribution* of a controlled substance as defined in section 102 of the Controlled Substances Act (21 U.S.C. 802).” Be cautious, because this exception only applies to *disparate impact* claims based on *conviction* for these specific offenses. It does not apply to arrests only, and does not apply to other drug offenses, such as possession. The exception also does not apply to intentional discrimination claims, because in those claims, the drug conviction is only the excuse for conduct actually based upon a protected class such as race or national origin.

### **What are best practices for using criminal histories?**

- Verify other qualifications first. Do not check criminal history unless an applicant passes other benchmarks for eligibility such as credit rating, income level, eviction history, etc. Note that any checks must be done consistently; if a landlord checks one applicant’s credit rating, all applicants must be checked.
- An arrest is never enough to deny a person housing. Arrests have no bearing on whether a person is eventually found guilty of the offense.
- When evaluating a criminal history, be sure to distinguish between convictions and charges that have been dismissed, successfully diverted, expunged, or sealed.
- Determine which offenses actually do threaten the safety of other residents and property. Do engage in some basic research and don’t make assumptions.
- Determine how recent a conviction needs to be to matter. Several 20-year-old assault convictions with no subsequent record may not matter at all, for example, while several assault convictions within the past two years may matter much more.
- Have an appeal process; there should be an opportunity for a person to explain the circumstances and why they should not be considered a threat.
- Record the justification for the policy and keep a record of any consultations and research considered in crafting it.
- Keep criminal record information confidential. Use it only for the purpose intended and share only with those who absolutely need access to it.

The Iowa City Human Rights Office hopes to provide memos to local landlords on a regular basis to assist in providing good outcomes for both landlords and tenants in this community. Please send other fair housing topics you would like to receive guidance on in the future, or inquiries regarding fair housing issues, to [humanrights@iowa-city.com](mailto:humanrights@iowa-city.com).

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<sup>7</sup> 24 C.F.R. § 100.500; *Texas Dep’t. of Hous. & Cmty. Affairs v. Inclusive Cmty. Project, Inc.*, 576 U.S. \_\_\_\_; 135 S. Ct. 2507, 2535 (2015).

THE MAGID CENTER  
PRESENTS

# DOCUMENTARY SCREENING OF "OWNED"

FOLLOWED BY Q&A  
WITH DIRECTOR  
GIORGIO ANGELINI

Tuesday, April 16th  
7:30 PM

Shambaugh Auditorium  
Main Library



The United States' postwar housing policy created the world's largest middle class. It also set America on two divergent paths -- one of imagined wealth, propped up by speculation and endless booms and busts, and the other in systematically defunded, segregated communities, where "the American dream" feels hopelessly out of reach. *Owned* is a fever dream vision into the dark history behind the US housing economy. Tracking its overtly racist beginnings and its unbridled commoditization, the film exposes a

foundational story that few Americans understand as their own.

Writer and director Giorgio Angelini came into film from a multi-faceted career in the creative arts. After touring in bands for much of his 20s, Giorgio studied architecture at Rice University and became an award-winning architect at Schaum/Shieh. In 2008, he began the project that became *Owned*. His production company is Section Perspective Films.



College of Liberal Arts  
and Sciences

Magid Center for  
Undergraduate Writing

Individuals with disabilities are encouraged to attend all University of Iowa-sponsored events. If you are a person with a disability who requires a reasonable accommodation in order to participate in this program, please contact the Magid Center for Undergraduate Writing in advance at 319-384-1328.

# THE MISSING LINK

Youth and Teen  
Mentoring Initiative



**Thursday, April 18**

**5:30 PM - 7:30 PM**

**Big Grove Brewery**

1225 S Gilbert St, Iowa City

*Join us for the  
opportunity to  
connect with local  
youth serving  
organizations seeking  
mentors and enjoy  
the first round on us*

Presented by the **Iowa City Area Chamber of Commerce** and  
members of the **Community Leadership Program, Class of 2018-19**



NEUMANN  
MONSON  
ARCHITECTS



## Visualizing Equitable and Sustainable Communities in Iowa

**Thursday, April 25**  
**5:00 Social, 5:30 Presentations**  
**The Graduate Hotel, downtown Iowa City**

In honor of the University of Iowa Public Policy Center's 30th Anniversary, we invite you to a showcase of how our research impacts the lives of Iowans and our communities. In a fun, fast-paced, "3-minute thesis" style of presentation, our researchers will talk about the issues they study, and ask for your feedback on the issues that are most important to you!

### Featured Topics Include:

- Tax Increment Financing (TIF)
- Material Hardship
- Obesity Rates
- Lead in Iowa Drinking Water
- Mental Health Resources by County
- Trends in Iowa Dentist Locations
- Community Interaction and Violence
- Health Care for Complex Cases
- Flooding & Climate Change
- Iowa's Well Water
- Minimum Wage
- Digital Literacy
- School Climate
- And much more!



**Public Policy Center**

For more information about our research, visit [www.ppc.uiowa.edu](http://www.ppc.uiowa.edu)





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Legend

-  Racial Covenant
-  Redlined Area

# “Race, Place & Land-Use: The Minneapolis 2040 Plan”

Thursday, April  
25<sup>th</sup>, 2019  
7:30-9:00 PM  
IMU—#335 Divine  
Nine Room

Join **Kirsten Delegard**, director and co-founder of the Mapping Prejudice Project, and **Heather Worthington**, director of Long Range Planning, City of Minneapolis - Community Planning & Economic Development, as they discuss the history of racial exclusion and its legacies today, and the application of research and urban planning to correcting the city's racial inequities.

Individuals with disabilities are encouraged to attend all University of Iowa-sponsored events. If you are a person with a disability who requires a reasonable accommodation in order to participate in this program, please contact Gina Davis in advance at [gina-davis@uiowa.edu](mailto:gina-davis@uiowa.edu) or 319-335-0032.



School of  
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