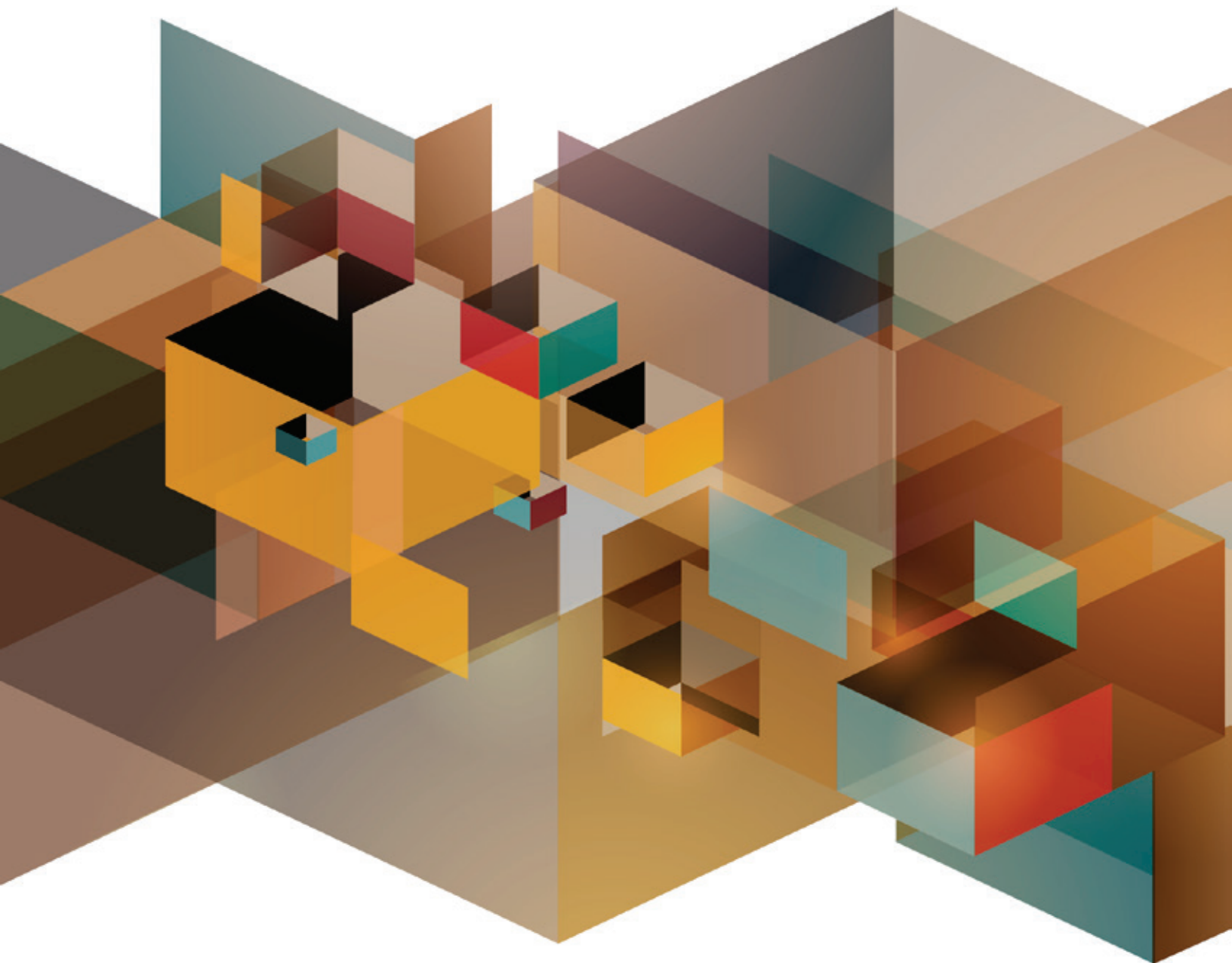


# Social Justice & Racial Equity

**Second Quarter Update (April to June 2019)**





# Accountability

In April, the city co-sponsored a forum held in the Iowa Memorial Union titled **Race, Place, and Land-Use: The Minneapolis 2040 Plan**. The event discussed the history of racial exclusion and its legacies today, as well as the application of research and urban planning in an effort to correct Minneapolis' racial inequalities.

In April, staff of the Office of Equity and Human Rights participated in the **League of Human Rights Commissions' executive meeting**. The meeting discussed legislative updates and training opportunities. Staff also was represented at the Leagues' general meeting also held in April.

In May, the City renewed its subscription with the **National Community Investment Coalition**. This organization works to promote fairness and fight discrimination in banking and the real estate market.

In June, the City renewed its membership in the **Government Alliance on Race and Equity (GARE)**. GARE is a national network of government working to achieve racial equity and advance opportunities for all. GARE is a joint project of the new Race Forward and the Haas Institute for a Fair and Inclusive Society.

In June, the City renewed its membership in the **Higher Education Recruitment Consortium (HERC)**. HERC bridges the gap between job seekers and employers. HERC works in conjunction with member institutions that value diversity, equity, and inclusion, providing you job seekers with a robust employment search at all career levels and job types.

In June, **Iowa City Pride Fest** took place in honor of National Pride Month. The city donated to this cause to show their support and published advertisements and informational articles in GoGuide Magazine's *Summer of Pride*.



In June, the **Inclusive Teacher Award Ceremony** was held at the Iowa City Public Library. At the event, Dr. Cheryl Brown Henderson, daughter of the named plaintiff in the court case *Brown v. Board of Education*, gave a keynote address. In addition to Dr. Henderson's keynote address, Mayor James Throgmorton presented a mayoral proclamation declaring May 17, 2019 as *Brown v Board of Education Day* in Iowa City. The event was sponsored by the Office of Equity and Human Rights.



# Justice

In April, Mayor Throgmorton signed a proclamation that designated April 2019 as **National Fair Housing Month**. The proclamation recognized the commitment of the Iowa City community to ensure fair housing and equal opportunity for all by prohibiting discrimination.

In April, Mayor Throgmorton signed a proclamation that designated April 3, 2019 as **Marriage Equality Day**. The proclamation recognized the freedom to marry whomever as an unalienable right and encourages persistence in fighting for marriage equality.

In May, Mayor Throgmorton signed a proclamation that designated May 17, 2019 to be observed as **International Day Against Homophobia, Transphobia, and Biphobia in the City of Iowa City**. The proclamation recognizes human rights for all regardless of sexual orientation or gender identity and labels this day as an important date for LGBTI communities to mobilize on a worldwide scale.

In June, Mayor Throgmorton signed a proclamation that recognized the month of June as **LGBTQ+ Pride Month in Iowa City**. This proclamation commemorated the celebration of LGBTQ+ communities and their culture and encouraged residents to reflect on this community's fight for equality and the contributions they give to our city.



In June, Mayor Throgmorton signed a proclamation that recognized June 19, 2019 as **Juneteenth National Freedom Day** in Iowa City. The Mayor encouraged community members to attend commemorating events and equality for all.



# Conversations

In April, City Staff held a book discussion on **Heartland: A Memoir of Working Hard and Being Broke in the Richest Country on Earth** by Sarah Smarsh. This event included discussion of how forces of cyclical poverty and the country's changing economic policies led to a class divide and affirms the corrosive impact of intergenerational poverty.

In May, the Iowa City City Council hosted a **"Listening Post" at Lemme Elementary School** in order to provide community members the opportunity to engage with City leaders. Two Council members attended the event and reported back to the entirety of the Council on the discussion brought up.

In June, the **Iowa Commission on the Status of African Americans (ICSAA)** conducted a public community discussion in Iowa City in order to gather information on issues affecting Blacks in the area. The ICSAA exists to address the needs and concerns of Iowa's Black residents. Staff from the Office of Equity and Human Rights attended the meeting.

In May, the Communications Office and the Office of Equity and Human Rights hosted the **Civil Rights Tour Documentary Screening Lunch and Learn**. Panelists included Johnson County Supervisor Royceann Porter, Iowa City Council member Rockne Cole, and City High School rising senior Miriam Kieta.



In June, community members were able to **talk with Iowa City Police Officers over a cup of free iced coffee** during the Pride Festival. This event is an opportunity to ask questions, voice concerns, and get to know officers in a relaxed atmosphere.

In June, the City Manager's Roundtable discussed with the Iowa City Police Department the new **Hate Crime Ordinance** and gave an update on the disproportionate minority contact study.





# Outreach

In April, **information about housing discrimination** was inserted into utility bills across Iowa City in recognition of Fair Housing Month. This was done to inform residents of their rights and what to do if they believe they may have experienced discrimination in housing.

In April, the City co-sponsored a National Art Exhibit, **Humanize My Hoodie**, which brings insight into the experiences of black people and the societal biases they experience. This exhibit is meant to dismantle the stigma of black people in hoodies and other stigmas associated with clothing. The project included an open exhibit held in the Old Capitol Museum as well as programming throughout.

In April, the Office of Equity and Human Rights published two memorandums on **Best Practices for Landlords and Employers** that conduct criminal background checks on prospective tenants and employees. These memorandums are an addition to the many forms of outreach and education the office offers on fair housing and employment discrimination.

In April, the Operations Supervisor of the Transportation Services Department provided **transportation for a property tour** for the Housing and Community Development Commission.

In May and April, the Transportation Services Department held **four outreach events** in partnership with United Action for Youth. The department was able to provide 232 rides for the events.



## Landlord Fair Housing Training

Stephanie E. Adkisson, Civil Rights Specialist for the Iowa Civil Rights Commission, will provide **two separate trainings on fair housing laws** in recognition of National Fair Housing Month for landlords, real estate agents, property managers and owners.

Both trainings will be held on **Tuesday, April 23** at the Johnson County Extension Office, 3109 Old Highway 218 South, Iowa City, IA 52246, in the Conference Rooms.

**SESSION ONE** will be from 9:30-11:00am and will focus on Assistance Animals.  
**SESSION TWO** will be from 1:00-2:30pm and will provide an overview on Reasonable Modification and Reasonable Accommodation.

The trainings are free but pre-registration is required.  
To register for one or both sessions please visit: <https://nationalfairhousingmonth.eventbrite.com>  
Registration ends on April 18.

Certificates of Completion for 1.5 hours of Fair Housing Training will be provided to participants for each session completed.

For more information email [stephanie.adkisson@iowa-city.org](mailto:stephanie.adkisson@iowa-city.org) or call 319-366-5022

City of Iowa City | Iowa Civil Rights Commission

In April, Stephanie E. Adkisson, Civil Rights Specialist for the Iowa Civil Rights Commission, provided **two trainings on fair housing laws**. These trainings were done in recognition of National Fair Housing Month and were given to landlords, real estate agents, property managers, and owners. Session one focused on assistance animals, while session two gave an overview on reasonable modification and reasonable accommodation.





# Outreach

In June, the Office of Equity and Human Rights donated to **Q Camp**, an education and leadership camp offered to LGBTQ+ youth in junior high and high school. The camp included speakers and a field trip to Des Moines.

In June, the Iowa City Public Library partnered with the University of Iowa Honors Program to offer elementary school-age children a **reading boost with free tutoring**. The children were matched with honors students and given 20-minute tutoring sessions in order to keep literacy skills fresh over the summer.

Throughout the summer, the Iowa City Public Library provided free **Read and Ride bus transportation** to children up to 12th grade as well as their chaperones. In order to take advantage of this service, riders must have an Iowa City Public Library card, which can be obtained for free online or in person.

Throughout the summer, the City partnered with Horizons and the Iowa City Community School District to provide **free meals and snacks to children ages 1-18** at three locations. These locations included Mercer Aquatic Center, The Senior Center, and the Iowa City Public Library. There were no income requirements necessary for registration and adult meals were available for \$4.

Throughout the summer, the Office of Equity and Human Rights ran an ad in the *Daily Iowan* in an effort to **inform residents on their rights** and how to file a complaint if they believe their rights have been violated.



In June, the Bookmobile made an appearance at **Iowa City's Pride Week** festivities. The Iowa City Public Library hosted both a picnic and a special family story time throughout the week.



# Training

In April, the Office of Equity and Human Rights participated in the Human Right Campaign's **webinar series hosted by the Municipal Equality Index (MEI)**. This webinar covered criteria in Part III of the MEI scorecard, which includes human rights commissions and non-discrimination ordinance enforcement, LGBTQ liaisons in the city executive's office, youth bullying prevention policy for city services, city services that support LGBTQ youth, LGBTQ homeless people, LGBTQ elders, support for people living with HIV or AIDS, and the transgender community. The MEI team discussed best practices, review standards, and additional resources to increase Iowa City's score.



In May, City Hall staff were given the opportunity to attend a training that covered the requirements of the **Americans with Disabilities Act (ADA)**. Led by Geoff Ames, this training helped employees to identify barriers that prevent residents from participating in civic engagement opportunities.



TO: Stefanie Bowers  
FROM: Captain Denise Brotherton  
RE: DIF Reporting for ICPD – 2<sup>nd</sup> QUARTER 2019  
DATE: July 5, 2019

The Iowa City Police Department's DIF reporting for the second quarter of 2019 is below.

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

45 officers attended 66 events in the second quarter of 2019 for a total of approximately 90 hours of involvement. Events included:

- As the school year wrapped up officers from the Day Watch made several school visits. Officer Hayes had lunch with students at Lucas and Grant Wood.
- Chief Matherly, Captain Brotherton, Sergeant Frank, and Officer Hayes served lunch at Free Lunch in April.





- Also in April ICPD Officers served lunch at Texas Roadhouse to raise awareness and money for Special Olympics.



- Officer Hayes and Neighborhood Response Officer Adam Schmerbach talked bike safety at bike rodeos at Wetherby Park and WalMart.



- Officer Hayes cooked some tasty treats with students at Regina High School.



- Coffee with a Cop was at Iowa City Pride. Java House helped cool things down with iced coffees.

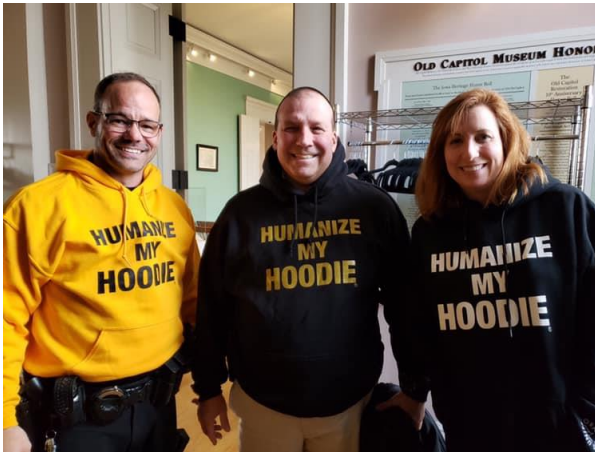


- Captain Brotherton, Officer Fowler, and several Day Watch Officers enjoyed an afternoon of kite flying at Kites For Kids for child abuse prevention month in April.

- Officers Arcenas and Mercer handed out stickers and played games at Juneteenth.



- Chief Matherly, Officer Fowler, and Captain Brotherton sported hoodies at Humanize My Hoodie. Officer Fowler also attended the Humanize My Hoodie workshop.



- Officer Cash and several Evening Watch Officers mingled with party goers at the Downtown Block Party.

- Safety Village was in full swing in June. Elementary aged children learn about safety in their own small town and got to see the Johnson County Metro Bomb Team.



- Party in Parks started up for the summer. Neighborhood Response Officer Schmerbach is a regular attendee and the Evening Watch Officers stop by as calls for service allow. Officer Hayes mingled at the Party in the Park at Wetherby.



- Officer Hayes likes to show off the Police and Fire Departments during tours with Girls Scouts Troops and students from Lemme Elementary.



**COMMUNITY PRESENTATIONS:** Documentation of any participation in a community presentation by a Department member.

16 officers participated in 33 community presentations in the second quarter of 2019, totaling approximately 92 hours of involvement. Presentations included the following topics/groups:

- De-escalation
- Crisis Intervention
- Neighborhood Issues
- Narcotics
- ALICE – various locations
- Hate Crimes
- K-9 Presentations
- Police Memorial
- Family Violence
- Driver’s Education
- Project Lifesaver and Autism Community



*Sergeant Frank presenting on Project Lifesaver to Systems Unlimited.*



*Chief Matherly, Officer Cash, and Detective Smithey partnered with our local chapter of the NAACP for a presentation on hate crimes and safety to local houses of worship. Johnson County Attorney Janet Lyness and representatives from the FBI and United States Attorney's Office also participated in the presentation.*



*Captain Brotherton takes a selfie with the younger siblings of the class of 2019 at the Refugee and Immigrant Association graduation celebration where she addressed the graduates.*



*Captain Brotherton and Neighborhood Response Officer Adam Schmerbach answered questions and talked safety with concerned residents after a shooting incident occurred near Mercer Park.*

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

- 5 Officers attended a four-day conference on crimes against women which provided training on topics covering gender expansive expertise, impact on black women's criminalization, LGBTQ rape investigation, and protecting and serving domestic violence and sexual violence survivors in the black community
- 9 Officers attended a three-day End Violence Against Women International Conference
- All members of the ICPD completed an online training on developmental disabilities and dementia recognition and response
- 14 Officers attended training on integrating victims' rights into practice
- Sergeant McKnight attended an eight-hour presentation on cultural intelligence in Henry County.
- Officer Fowler attended the Humanize My Hoodie seminar.

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

**\*There were no Public Education on Rights presentations this quarter.**

**COMMUNITY PARTNERSHIPS:** *Documentation of any partnership between the Department and another community organization.*

The Department worked with community partners that led to attendance at 25 events by 11 officers who spent 180 hours engaging with community members. Below are some highlights and noteworthy outcomes from those partnerships.

- ICPD named a new Neighborhood Response Officer, Adam Schmerbach.
- Downtown Liaison Officer Fowler and Sergeant McKnight have been part of the working group for the Johnson County access center.
- Officer Hayes partnered with Johnson County law enforcement and fire personnel, the Iowa City Community School District, Mercy Hospital, Johnson County Ambulance, and local businesses to coordinate Safety Village.
- The ICPD continues to collaborate with the Iowa City Bike Library to repurpose abandoned bicycles impounded by the Department. 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 Downtown Liaison worked with staff and the City Manager to amend City Code and worked towards repurposing unclaimed bicycles by turning them over with disadvantaged youth and adults. During the 2<sup>nd</sup> quarter, a total of **4** abandoned bicycles were turned over to the homeless and **66** bikes to the Bike Library and Working Bikes.
- The Nighttime Downtown Liaison Officer, Rob Cash, continues to work with the Partnership on Alcohol Safety group to increase education efforts and outreach.
- Sergeant Frank has continued to facilitate tips and stat keeping for the Iowa City Area CrimeStoppers.
- Chief Matherly met with the Mandela Washington Fellows through CIVIC and discussed community policing and the structure of governments. Mayor Throgmorton, Assistant City Manager Ashley Monroe, Councilwoman Pauline Tayler also participated in the discussion with the 25 Fellows.
- Chief Matherly met with representatives from HAITI through CIVIC about combating human trafficking.



- Officers Hayes, Drahos, Sammons, and Schmidt are members of Johnson County Regional Honor Guard. The community was invited to honor fallen officers during police memorial week where the Regional Honor Guard presented the Colors.



- Additional activities, meetings and events took place within the following community partnerships: NAACP, FBI, US Attorney's Office, Johnson County Attorney's Office, Johnson County Disproportionate Minority Contact Committee, City Manager's Diversity Roundtable, Iowa City Downtown District, Iowa City Community School District, University of Iowa Off Campus Advisory Board, Special Olympics of Iowa, Safety Village, Elder Abuse Task Force, Johnson County Human Trafficking Coalition, United Way Social Services Work Group, 4 Oakes Youth Shelter, Johnson County Drug Task Force, Sexual Assault Investigation Team, The Dream Center, Broadway Neighborhood Center, Domestic Violence Intervention Program, Johnson County Suicide Prevention, United Way Social Services Work Group, Prevent Child Abuse-Johnson County and Emergency Services Camp for youth.

**The Department continues to provide extra patrol at citizen's requests and foot patrols where criminal activity or safety concerns have been identified. These patrols have resulted in over 1,000 documented citizen contacts. The Evening Watch conducted 139 documented foot and extra patrols, the Day Watch conducted 135 foot and extra patrols, and the Late Night Watch conducted foot patrols in the Downtown, including making multiple bar checks resulting in contact with hundreds of people in the Downtown district. The Daytime Downtown Liaison Officer was on bike/foot patrol during 49 days of this quarter, totaling 200 hours and conducting 100 extra patrols. The Nighttime Downtown Liaison Officer conducted 106 foot patrols and 415 extra patrols during the 2<sup>nd</sup> quarter of 2019.**



Social Justice and Racial Equity Update  
Iowa City Public Library  
FY19 Q4

**April 2019:**

- Marriage Equality Day Display - In response to Mayor Throgmorton's proclamation on the 10th anniversary of same sex marriage legalization in Iowa, we had a brief display of books about marriage equality.
- **April 17 – Pesach (Passover) Storytime**  
Rabbi Esther Hugenholtz of Iowa City's Agudas Achim congregation was a special guest at storytime. Attendees learned from Rabbi Hugenholtz about the Jewish holiday of Pesach, or Passover, including the background, symbols, traditions, and customs followed by Jews worldwide in celebrating this important holiday. Attendees also sampled matzoh, a food traditionally consumed on the holiday.
- **April 25 – Earth Day Storytime**  
The 100 Grannies, a local environmental activist group, presented an interactive storytime focused on protecting local ecosystems in honor of Earth Day. Attendees learned ways to practice conservation at home and enjoyed songs, stories, and activities focused on celebrating and safeguarding natural environments in a way accessible to preschoolers.

**Book displays**

- During the month of April, the children's department featured displays for Arab American Heritage Month and Earth Day, with materials for checkout in all formats and for all ages of children that aligned with these themes, raising awareness about particular groups/cultures and celebrating the accomplishments of particular individuals within these groups. An average of fifty books are circulated from these displays during the two-week period in which they rotate through the children's department display spaces.

**Outreach storytimes**

- During the month of April, ICPL children's librarians visited three HACAP Head Start preschool sites, and three preschool sites in public elementary schools with a high percentage of FRL students, presenting storytime to a total of 167 children.

**May 2019:**

- Mental Health Awareness Month display

**May 2 – Japanese Storytime**

- Local firefighter and fluent Japanese speaker Sadie McDowell was a special guest at storytime. McDowell taught children some elements of Japanese culture and language through stories, songs, rhymes, dance, and other interactive activities.

**May 5 – Japanese Koinobori craft**

- In order to learn about the Japanese holiday of Children's Day, in which Japanese families raise special carp-shaped flags for each member of their family, patrons were invited to decorate their own koinobori, or carp-shaped, flags using watercolors.

### **May 10 – Spanish language Book Babies storytime**

- Presented by an ICPL children’s librarian and fluent Spanish speaker, attendees at this special Book Babies storytime session sang familiar songs and heard familiar stories in both English and Spanish. Colors, numbers, and animals made up just some of the vocabulary covered in this session that allowed babies to be exposed to multiple languages.

### **May 18 – Special Access Browsing Hour**

- On this day, the library opened one hour early to accommodate children who are neurodivergent (such as those on the autism spectrum) and their families. The library environment is changed during these sessions to be a low-light, quiet, less-stimulating and more neutral environment. Special activities including crafts, life-size board games, and computer access are available, as well as trained therapy animals.

### **Book displays**

- During the month of May, the children’s department featured displays for Asian Pacific American Heritage Month, Ramadan, and Older Americans Month, with materials for checkout in all formats and for all ages of children that aligned with these themes, raising awareness about particular groups/cultures and celebrating the accomplishments of particular individuals within these groups. An average of fifty books are circulated from these displays during the two-week period in which they rotate through the children’s department display spaces.

### **Outreach storytimes**

- During the month of April, ICPL children’s librarians visited three HACAP Head Start preschool sites, and three preschool sites in public elementary schools with a high percentage of FRL students, presenting storytime to a total of 171 students.

### **June 2019**

- Hosted a *Brown v Board of Education* exhibit procured by the City of Iowa City Human Rights Commission, supplemented with library books about the end of racial segregation to celebrate the 65th anniversary of the landmark case that ended “separate but equal” racial segregation in public facilities
- Refugee Experiences display - a selection of memoirs and nonfiction from around the world
- Display: Pride Month; highlight our Fiction, Nonfiction, and Children’s collections
- Pride parade participation by staff
- Drag queen storytime