



CITY OF IOWA CITY MEMORANDUM

Date: June 17, 2021
To: City Council
From: Geoff Fruin, City Manager
Re: One Year Progress Report on Resolution No. 20-159, Addressing the Black Lives Matter Movement and Systemic Racism

On Tuesday, June 16, 2020, City Council adopted Resolution No. 20-159, which outlined seventeen initial actions to respond to the Black Lives Matter Movement and address systemic racism. In the year since this Resolution was passed, substantial progress has been achieved towards these actions including, but not limited to:

- A Preliminary Plan to Restructure the Police was introduced with progress made on expanded social service partnerships
- An Ad Hoc Truth and Reconciliation Commission was established
- An independent investigation of the June 3, 2020 BLM protest incident was completed with recommendations for improving future operations
- Juneteenth was established as an official City holiday
- Multiple trainings and educational opportunities were offered to the public at no cost, on topics such as implicit bias, white privilege, and cultural competency
- Changes to the Community Police Review Board (CPRB) Ordinance were adopted, to strengthen the effectiveness and transparency of the complaint process
- Updates to several Iowa City Police Department General Orders (G.O.) were completed, including banning the use of chokeholds and revised reporting on compliance with the Body Cameras and In-Car Recorders G.O.
- \$1 million set aside for racial justice initiatives, including an updated Affordable Housing Action Plan
- Several equitable hiring and recruitment policies and practices were implemented
- Additional ICPD budget information was released and published online
- Signed a Duty to Intercede Memorandum of Understanding (MOU) with five area law enforcement agencies and completed department-wide bystander training
- Honored Black lives through public art and the renaming of a public park

City staff have provided bi-weekly updates on the progress of these 17 initial actions. Some have been completed per the Resolution text and others have evolved into their own, larger initiatives which continue to advance with the collaboration of City staff, City Council, and the community. Attached is a full report for each of the 17 initial actions of the progress achieved in the one year since the passage of Res. 20-159.

Although substantial progress has been achieved in one-year, much continued work remains. Resolution No. 20-159 was intended to provide initial actions and has since sparked broader, comprehensive discussion and actions towards the future of Iowa City policing. City staff are committed to addressing systemic racism and reevaluating community policing. Bi-weekly updates of this report will no longer be presented but staff Council will continue to receive updates on various initiatives through staff and your commissions.



ACTION 1: PRELIMINARY PLAN TO RESTRUCTURE ICPD TOWARDS COMMUNITY POLICING

Resolution

“By December 15, 2020, develop a preliminary plan to restructure the Iowa City Police Department (ICPD) towards community policing, including, but not limited to, reduction of the public’s reliance on police in non-violent situations through use of unarmed professionals, and consideration of community policing initiatives in other cities, including, but not limited to, Minneapolis, MN, Camden, NJ, Los Angeles, CA and San Francisco, CA.” (Res. 20-159, p. 1, #1)

Year 1 Accomplishments

- **Released a Preliminary Plan to Restructure the Iowa City Police Department.** From August through October, the City collected public input on community policing through an online survey and six Listening Posts throughout the City to inform development of the plan. Staff released the [Preliminary Plan to Restructure the Iowa City Police](#) in December 2020 and translated the recommendations into French, Spanish, and Arabic. City Council held a [special Work Session to discuss the Preliminary Plan](#) in May 2021 and a separate status summary of the initial recommendations was provided and attached to this report.
- **Increased Civilian Positions** to do work formerly performed by officers:
 - Authorized replacing one full-time officer with a civilian [Victim Support Specialist](#).
 - Partnered with Shelter House to jointly fund a new Street Outreach & Engagement Specialist.
 - Partnership with CommUnity and Foundation2 to hire a Mental Health Liaison position to be employed by CommUnity and partner with the ICPD.
 - Authorized hiring of a new half-time (0.50 FTE) community outreach position focused on the immigrant and refugee population.
 - Authorized adding one full-time Public Safety Communications Specialist in the City Manager’s Office
- **Implemented a pilot secondary traffic stop policy** to no longer initiate traffic stops based on non-public safety secondary traffic violations in an effort to reduce disproportionate outcomes from minor traffic stops. *Note: this policy is under review due to a new State law passed in May 2021 which withholds State funding if a municipality directs officers to not enforce laws.*
- **Adopted an [Unbiased Policing Ordinance \(No. 20-4841\)](#)** (12/15/20)

Ongoing Commitment

City Council and City staff continue to collect input on the Preliminary Plan via an [online survey](#) and targeted focus groups to reach diverse populations are planned for Summer 2021. As progress is made on the plan, City staff will provide necessary updates online and through City platforms and channels. Community input will be incorporated, with neighborhood outreach anticipated throughout Summer 2021. Over the past decade, the ICPD has been increasingly shifting operations towards community-oriented policing, taking steps such as mandatory department-wide de-escalation and crisis intervention training and building strong partnerships with community organizations to divert police calls for service to more appropriate channels of care. Examples include the Department’s active support of Housing First projects and the Guidelink Center. The City is committed to continuing to strengthen existing community policing efforts and to identifying functions that can be safely diverted from the duties of officers to other community health professionals.



ACTION 2: COMMIT \$1,000,000 TO LOCAL EFFORTS PROMOTING RACIAL EQUITY + SOCIAL JUSTICE

Resolution

“Allocate City funds in the amount of \$1,000,000 during Fiscal Year starting July 1, 2020 for efforts to promote racial equity and social justice, including expansion of the Special Populations Involvement (SPI) program, creation of a new robust affordable housing plan, including, but not limited to, housing in the downtown and core neighborhoods, support of the to be determined efforts of a Truth and Reconciliation Commission, and hold a Council work session on or before August 1, 2020 to address specific allocations.” (Res. 20-159, p. 1, #2)

Year 1 Accomplishments

- **Developed Affordable Housing Action Plan Committee** to help draft a new Affordable Housing Action Plan, anticipated to be completed in Fall 2021.
- **Pending Budget Allocation to the Ad Hoc Truth & Reconciliation Commission** to carry out fact-finding, truth-telling, and reconciliation activities. Approval of a TRC budget request anticipated Summer 2021.

Ongoing Commitment

City Council will discuss further allocation of these funds based on the public input received and as the restructuring plan is finalized. Community input opportunities related to the Affordable Housing Action Plan will be promoted as they arise.

In addition to this one-time infusion of funds, the City’s annual budget includes considerable expenditures dedicated to social justice and racial equity, including \$1 million for Affordable Housing, \$725,250 (plus a 3% annual increase) to the Aid to Agencies program, and \$75,000 annually for the City’s Social Justice & Racial Equity Grant Program.



ACTION 3: INCREASE DIVERSITY OF EMPLOYEES, EQUITABLE RECRUITMENT EFFORTS, AND ORGANIZATIONAL EQUITY TRAINING

Resolution

“Elevate the City’s commitment to racial equity and social justice, including expanding efforts to increase the number of minorities employed by the City including eliminating barriers to applications, increase resources devoted to those efforts as needed to better train all city employees and coordinate and report on the use of funds dedicated for racial equity and social justice.” (Res. 20-159, p. 2, #3)

Year 1 Progress

- **Hosted Cultural Proficiency and Racial Equity Trainings for Staff:** 60 City and County staff participated in a Cultural Proficiency Training in July 2020, 21 City Board & Commission members participated in an Implicit Bias Training in December 2020, and many more staff and community organizations participated in two diversity and microaggressions trainings in February 2021.
- **Established a staff Diversity, Equity, and Inclusion Committee** in July 2020. Members focused on developing DEI educational campaigns and cultural awareness events for City staff, including a presentation from a local mosque on Ramadan and Islam and promoting a 21-Day Equity Challenge.
- **Developed an equitable City employment opportunities flyer** (translated to Spanish, French (Afrikaans), Arabic, and Swahili) and distributed to approximately 300 community organizations who reach diverse populations.
- **Implemented improvements to make City recruitment and hiring more equitable**, including
 - Requiring all interviews to include at least one question on diversity, equity, and inclusion.
 - More consistent data collection on how candidates learn about positions.
 - Providing hiring managers with current employee demographics at the beginning of the hiring process as well as post-hire recruitment analysis reports.
 - Providing candidates with interview prep time prior to the start of an interview.
 - Providing candidates with “Interview Tips for Success” when scheduling interviews.
 - Incorporating DEI evaluation criteria into employee performance evaluations
 - Effective July 2, 2021: All City positions will be posted externally, eliminating internal only hires and expanding the pool of applicants.

Ongoing Commitment

Staff have already implemented several improvements for more equitable hiring and recruitment and will continue to actively explore additional opportunities. Diversity among the City workforce will result in better service to Iowa City residents and hiring managers have been directed to consider the value a candidate’s perspective brings when also evaluating skills, experience, and qualifications.

Ramped up diversity, equity, and inclusion trainings for City staff has been a priority for many years and will continue to play a large role in staff development and the City workforce.



ACTION 4: RECEIVE REPORT ON ICPD INVOLVEMENT IN USE OF GAS AND FLASH BANGS DURING JUNE 2020 BLM

Resolution

“By August 1, 2020, receive a report from the City Manager on the ICPD’s involvement in the use of gas and flash-bang devices during the protest in Iowa City on June 3, 2020.” (Res. 20-159, p. 2, #4)

Year 1 Progress

- **Received a completed [independent investigation](#) of the June 3 protest incident** that took place near the Interstate 80 interchange and Dubuque Street (1/28/2021). The investigation was completed by OIR Group, based in Playa del Ray, California) and the final report included recommendations to improve future operations. On March 23, 2021, the City Council held a special work session to discuss the recommendations resulting from the investigation.
- **Released a statement and video footage related to the June 3, 2020 protest incident** in order to promote transparency and engage with the public about improving future operations (9/3/2020).
- **Received First Amendment analysis of protest activity** from the City Attorney’s Office to guide decision-making as future policy and practice changes are considered (4/15/21).
- **Initiated improvements to protest communication procedures** between the ICPD and demonstrators, including revising crowd control policies and the hiring of a new public safety focused Communications position to better assist in communications and public notifications.
- **Initiated redrafting of relevant General Orders** including the Use of Force and All Hazards G.O.’s to clearly define limitations on deployment of munitions or enforcement activity, crowd control, and other related policies. Final consideration of policies anticipated in Summer 2021.

Ongoing Commitment

City is consistently an epicenter of powerful human rights, climate action, and racial justice movements and the City is firmly committed to supporting and ensuring the safety of all peaceful demonstrations no matter the issue.

To ensure that both First Amendment rights are supported and safe, efficient access to critical destinations is maintained, various City departments are collaborating to improve formal policies and operating procedures to streamline communication, street closures, and other actions related to protests. This includes several updates to ICPD General Orders, which will be reviewed by the Community Police Review Board (CPRB) and City Council. After necessary CPRB and Council approvals, the ICPD will pursue any needed changes to mutual aid agreements with other law enforcement agencies with Council approval.

Staff will report to City Council as necessary on the implementation of approved recommendations from the independent investigation conducted by the OIR Group.



ACTION 5: CREATE AD HOC TRUTH & RECONCILIATION COMMISSION TO CARRY OUT RESTORATIVE JUSTICE

Resolution

“By October 1, 2020, create an ad hoc Truth and Reconciliation Commission to bear witness to the truth of racial injustice in Iowa City and to carry out restorative justice, through the collection of testimony and public hearings, with such work to include a recommendation to the Council of a plan for dedicating and/or renaming public spaces and/or rights of way in honor of the Black Lives Matter movement.” (Res. 20-159, p. 2, #5)

Year 1 Progress

- **Established an Ad Hoc Truth & Reconciliation Commission** ([Resolution No. 20-228](#)) in September 2020, based on extensive community input. The Commission is charged with fact-finding, truth-telling, and reconciliation. Nine members were appointed by City Council to serve two-year terms on the Ad Hoc Truth & Reconciliation Commission.

Ongoing Commitment

The Ad Hoc Truth & Reconciliation Commission continues to meet regularly through 2022 and will develop recommendations for City Council consideration. City staff will continue to provide support to the Commission.



ACTION 6: ADOPT STATE LEGISLATIVE PRIORITIES RELATED TO CRIMINAL JUSTICE REFORM, CPRB AUTHORITY & DECRIMINALIZATION OF SMALL AMOUNTS OF MARIJUANA

Resolution

“Make it a 2021 City Council legislative priority to advocate for and support our state delegation in enacting criminal justice reform, eliminating the war on drugs and making changes to state law that enable the City’s plan to restructure the police department, enhance the authority of the Community Police Review Board (CPRB) and reduce disproportionate minority contact, including support of state legislation decriminalizing small amounts of marijuana.” (Res. 20-159, p. 2, #6)

Year 1 Progress

- **Participated in joint work session between the NAACP and local, state, and federal law enforcement agencies** to identify areas of policy improvement that will mitigate disproportionate minority contact.
- **Adopted [2021 State Legislative Priorities](#)**, which included support for [policy changes recommended by the Governor’s FOCUS Committee on Criminal Justice Reform](#). City staff worked with state legislators, advocacy groups, and the City’s contracted lobbyists to promote these priorities.

Ongoing Commitment

The 2021 State legislative session adjourned on May 19, 2021 and unfortunately many of Iowa City’s priorities related to criminal justice reform and disproportionate outcomes were not considered or failed to garner support in the Iowa Legislature. Staff will continue to seek opportunities to advocate, educate, and advance these priorities during the interim and during the 2022 Legislative Session. Additionally, the City will continue to identify ways local policies and practices can be improved to mitigate disproportionate outcomes - through the police restructuring plan and as part of regular reviews and improvements to operations.



ACTION 7: CONTINUE USE OF RACIAL EQUITY TOOLKIT USE AND EXPAND TRAINING TO CITY COUNCIL AND LOCAL BUSINESSES

Resolution

“Continue use of the racial equity toolkit by city departments and expand such training to the City Council, and work with our local business partners to educate and train the business community on use of a racial equity toolkit.” (Res. 20-159, p. 2, #7)

Year 1 Progress

- **Sponsored 10 community cultural proficiency and racial equity trainings**, including:
 - Culturally Responsive Communication Training for area landlords and businesses, approximately 100 participants (7/22/20)
 - Cultural Proficiency Training for City and County staff, approximately 60 participants (7/29/20)
 - Know your Rights presentation for area youth in collaboration with the ACLU and Neighborhood Centers of Johnson County (8/26/20)
 - Culturally Responsive Communication training area landlords and businesses, approximately 45 participants (8/9/20)
 - Fair Housing Training published online for free, on-demand community viewing (10/13/20)
 - Culturally Responsive Communication training for area landlords and businesses, approximately 50 participants (10/22/20)
 - Implicit bias training provided for City board & commission members, approximately 21 people attended (12/2/20)
 - Diversity and microaggressions training provided to staff, local businesses and community members (2/11/21 and 2/18/21)
 - Race, gender, and violence training provided to area businesses and organizations, approximately 102 participants (4/29/21)
 - Power, privilege, and leadership training provided to area businesses and organizations, approximately 72 participants (5/6/21)

- **Reported on the City’s [use of the racial equity toolkit to-date](#)** (7/23/20)

Ongoing Commitment

City staff will continue to report to the City Council as necessary on use of the Racial Equity Toolkit to improve City services and processes. Additionally, the ramped-up equity trainings offered by the City throughout 2020-2021 have been popular and well-received and the Human Rights Division will continue to provide such training offerings free to community, as budget and staff time allows.



ACTION 8: INCREASE ACCOUNTABILITY AND OVERSIGHT AUTHORITY OF CPRB, WHERE LEGALLY POSSIBLE

Resolution

“Request and receive, by January 1, 2021, a report and recommendation from the CPRB, in consultation with an attorney of its choice, regarding changes to the CPRB ordinance that enhance its ability to provide effective civilian oversight of the ICPD, including but not limited to those that address compelling the testimony of officers, with the report to include a summary of measures considered and rejected by the CPRB, whether it be for policy or legal reasons.” (Res. 20-159, p. 2, #8)

Year 1 Progress

- **Implemented improvements to the complaint filing process:** The City launched a new online web form option in September 2020. In May 2021, the City Council approved an Ordinance amendment to lengthens the time period to file a complaint to 180 days and allow the complainant to respond to the Police Chief’s report.
- **Continued Community Forums:** In September 2020, due to the increased focus on improving policing, the CPRB held a second forum (in addition to their regular annual forum) to collect public input on the Board’s role and ICPD policies, practices, and procedures. The CPRB held their regular, 2021 annual community forum to collect public input on the Board’s role and ICPD policies, practices and procedures on May 17, 2021.
- **Published [History of the Iowa City CPRB Report](#):** In a comprehensive, 27-year informational review and report of Iowa City’s CPRB ordinance and a history of complaints filed with the Board since it was established.
- **Received recommendations from the CPRB** on proposed changes to the Board. City Council discussed these recommendations during a special Work Session March 23, 2021 and provided direction to staff to proceed with various recommendations.
- **Increased Transparency of ICPD Complaint and Use of Force Information:** Per the CPRB’s recommendation, the ICPD began including additional information in monthly reports (all complaints and compliments filed with the ICPD) and quarterly reports (number and demographics of detained and arrested individuals) to the CPRB.

Ongoing Commitment

The City is committed to maintaining an effective Community Police Review Board and continues to work towards implementation of the CPRB recommendations that were directed to move forward by City Council. This involves additional legal analysis conducted by the City Attorney’s Office and collecting additional details from the CPRB on certain recommendations.

The City will provide updates as necessary to City Council as additional changes are implemented.



ACTION 9: IMPROVE TRANSPARENCY + ACCESSIBILITY OF DETAILED ICPD BUDGET EXPENDITURES

Resolution

“Direct staff to provide a detailed expenditure summary of the police budget on the City’s website.” (Res. 20-159, p. 2, #9)

Year 1 Progress

- **Published Additional ICPD Budget Information**, including [Fiscal Year 2021 police department budget information](#) and [Fiscal Years 2015 – 2019 Calls for Service + Crime Information](#). The Preliminary Plan to Restructure the Police released in December 2020 also contains additional Police Department budget information.

Ongoing Commitment

City staff are working towards further improvement to published budget information, to make the Police Department’s budget easier to find and understand. This will be accomplished through revised web content and updates to the annual budget book. The new public safety communications position will also contribute to telling the story of where Police Department dollars are spent.



ACTION 10: REVIEW ICPD INVENTORY OF MILITARY-GRADE EQUIPMENT + SUPPORT COUNTY DIVESTMENT OF MRAP

Resolution

“Send the letter attached as Exhibit “A” to the Johnson County Sheriff supporting divestment of the MRAP (Mine Resistant Ambush Protected) vehicle and obtain a report from city staff on the military grade equipment in the ICPD’s inventory and the federal contracts that provide support to the police department.” (Res. 20-159, p. 2, #10)

Year 1 Progress

- **Mayor Teague Submitted a [Letter](#) to the Johnson County Sheriff Supporting Divestment of the MRAP Vehicle (3/17/21)**
- **Published a [memo of all federal contracts](#) that provide support to the ICPD, covering contracts from 2017 to August 2020.**
- **Delivered a [memo on ICPD military grade equipment](#) to City Council (8/10/20)**

Ongoing Commitment

All action items associated with this resolution item have been completed. City staff will continue to work towards solutions on this topic as directed by City Council.



ACTION 11: ADOPT ICPD GENERAL ORDER (G.O.) TO EXPRESSLY BAN CHOKEHOLDS & ANY MANEUVER THAT CUTS OFF OXYGEN OR BLOODFLOW

Resolution

“Direct the City Manager to expressly ban, in the ICPD’s general orders, any use of chokeholds or any other maneuver that cuts off oxygen or blood flow.” (Res. 20-159, p. 2, #11)

Year 1 Progress

- **Review and Adopted Revised Use of Force G.O.** to clearly ban any use of chokeholds or any other maneuver that cuts off oxygen or blood flow. The CPRB reviewed and approved a revised Use of Force G.O. on August 19, 2020. The G.O. was re-issued by the ICPD on August 20, 2020.

Ongoing Commitment

All action items associated with this resolution item have been completed. City staff will continue to work towards solutions on this topic as directed by City Council.



ACTION 12: CONTINUE ICPD POLICY + PRACTICES REFLECT IA H.F. 2647, ENSURING OFFICERS HAVE NOT COMMITTED SERIOUS MISCONDUCT

Resolution

“Direct the City Manager to ensure the ICPD’s policy and practices regarding employment of officers is consistent with the goals of recently enacted [Iowa House File 2647](#) to ensure that officers working in Iowa have not committed serious misconduct, as defined therein.” (Res. 20-159, p. 2, #12)

Year 1 Progress

- **Confirmed ICPD Hiring and Recruitment Policy Complies with State Code:** The Iowa City Police Department recruitment process already contains a robust background check process that includes a review of past employment history. Candidates with a history of serious misconduct are not considered for employment with the Iowa City Police Department. The Administrative Rules related HF 2647 were released and became effective May 26, 2021. Upon review of the published rules, staff confirmed that the department’s employment and training policies and procedures are already consistent and compliant with the new law (HF 2647).

Ongoing Commitment

The City will continue to abide by the approved employment and training policies and procedures, which screens out candidates with a history of serious misconduct.



ACTION 13: EVALUATE COMPLIANCE + DISCIPLINARY ACTION RELATED TO PROPER USE OF BODY CAMS AND CAR RECORDERS

Resolution

“Direct the City Manager to review the systems and reporting mechanisms in place at the ICPD for evaluating compliance with the ICPD’s Body Worn Cameras and In-Car Recorders general order, ensure that such systems result in consistent compliance with the general order, revise as necessary to achieve that goal, include real consequences for non-compliance, and report back to the Council upon completion of the review.” (Res. 20-159, p. 3, #13)

Year 1 Progress

- **Issued Revised General Order on Body Cameras and In-Car Recorders** that was approved by the CPRB at their September 8, 2020 meeting. The last update to this G.O. occurred on February 11, 2020, which is reflective of the ICPD’s practice to review and revise General Orders routinely. A [memo](#) on September 8, 2020 revision to this G.O. was delivered to City Council on September 10, 2020.
- **Increased the transparency of monthly Use of Force Reports** provided to the CPRB. These reports now include whether the body camera and in-car recording policy was complied with in all Use of Force incidents.

Ongoing Commitment

The City will continue to abide by the approved body camera and in-car recording policies. It is standards ICPD practice to routinely seek CPRB review, revisions, and approval from the CPRB on all General Order policies.



ACTION 14: ENSURE DUTY TO INTERVENE & STOP EXCESSIVE FORCE, BOTH IN ICPD AND MOU WITH AREA LAW ENFORCEMENT

Resolution

“Direct the City Manager to revise the ICPD’s general orders to require officers to intervene and stop excessive force used by other officers and report the incident directly to a supervisor, and enter into a memorandum of understanding with other law enforcement agencies regarding such intervention when the excessive force is being used by an officer of another agency such as that currently being discussed and circulated among area law enforcement attached as Exhibit “B”” (Res. 20-159, p. 3, #14)

Year 1 Progress

Signed a [Duty to Intercede MOU](#) with five area law enforcement agencies at a June 19, 2020 joint work session between the NAACP and local, state, and federal law enforcement agencies.

Re-Issued the Duty to Intervene and Report General Order. The CPRB reviewed and approved this G.O. with no changes at their July 14, 2020 meeting. The previous Duty to Intervene and Report G.O. was already in compliance with the new Duty to Intercede MOU signed with area law enforcement agencies. An executed copy of that General Order is available [online](#) and was re-issued to ICPD staff.

Completed Active Bystander for Law Enforcement (ABLE) for all officers. The training was created through a partnership between The Georgetown Innovative Policing Program at Georgetown University in partnership with global law firm Sheppard Mullin. Every Iowa City police officer received this eight-hour training in May 2021, which will be a regular training tool used in the ICPD.

Ongoing Commitment

The City will continue to abide by the approved Duty to Intervene and Report policies. It is standards ICPD practice to routinely seek CPRB review, revisions, and approval from the CPRB on all General Orders.





ACTION 15: INCREASE OPPORTUNITIES FOR ARTISTIC EXPRESSION BY COMMUNITIES OF COLOR

Resolution

“Request and receive a report and recommendation from the City’s Public Art Advisory Committee, after input from and consultation with local Black artists, on measures Council should consider to provide opportunities for artistic expression by the Black Lives Matter movement and communities of color, including but not limited to visual arts as well as a public festival dedicated to the celebration of Black culture.” (Res. 20-159, p. 3, #15)

Year 1 Progress

- **Approved a Public Art Project Addressing Systemic Racism** at the August 18, 2020 City Council meeting. The proposed art project will be located on the stair towers of the Capital Street Parking Ramp along Burlington Street and is being coordinated by the Center for Afrofuturist Studies and Public Space One. Public input opportunities were provided, and implementation of the project includes a mural, paid fellowships for black artists, community conversation, and other public involvement opportunities.
- **Renamed Creekside Park to James Alan McPherson Park.** At the March 16, 2021 City Council meeting, Councilor approved the park renaming in honor of the first African-American to win the Pulitzer Prize for Fiction and a renowned educator at the University of Iowa Writer’s Workshop.

Ongoing Commitment

The City will continue to seek opportunities to elevate Black artists and sponsor public art and cultural events that address the Black Lives Matter movement and systemic racism.



ACTION 16: PROHIBIT THE USE OF TEAR GAS, RUBBER BULLETS, AND FLASHBANGS AGAINST PEACEFUL PROTESTORS

Resolution

“Prohibit the use of tear gas, rubber bullets, and flashbangs against peaceful protestors.” (Res. 20-159, p. 3, #16)

Year 1 Progress

- **Redrafting Use of Force and All Hazards General Orders** in accordance with the recommendations outlined in the [OIR Report](#) and the [First Amendment Analysis](#) conducted by the City Attorney’s Office.

Ongoing Commitment

The updated Use of Force and All Hazards G.O.s will go to the CPRB and the City Council for review, feedback, and approval.



ACTION 17: ESTABLISH JUNETEENTH AS AN OFFICIAL CITY HOLIDAY BEGINNING IN 2021

Resolution

“Beginning in calendar year 2021, Juneteenth, June 19, shall be a city holiday and shall replace an existing city holiday.” (Res. 20-159, p. 3, #17)

Year 1 Progress

- **Established Juneteenth as an official City holiday:** The City reached an agreement with the Police, Fire, and AFSCME unions to officially replace President’s Day (or Washington’s Birthday) with the Juneteenth holiday. The City also made the change for supervisory and other non-bargaining staff.

Ongoing Commitment

The City will observe Juneteenth on June 19th annually as a City holiday. If June 19th falls on a weekend, the City will observe it on the Friday preceding or the Monday following the June 19th date. The first official recognition of Juneteenth as a formal City holiday will be Friday, June 18, 2021.

The City of Iowa City, Iowa City Human Rights Commission, and staff will be supporting, sponsoring, and participating in events in various capacities for the [2021 Juneteenth Celebration](#) in collaboration with Johnson County and many other community partners.