

RESOLUTION NO. 15-57

RESOLUTION APPROVING THE 2013 EQUITY REPORT ACTION PLAN INCLUDING THE ACTION PLAN FOR THE POLICE DEPARTMENT AND THE FIVE AREAS OF FOCUS FOR RELATIONSHIP BUILDING AS PRESENTED BY CITY STAFF AT THE CITY COUNCIL WORK SESSION HELD ON JANUARY 13, 2015 (RACIAL EQUITY & DIVERSITY ISSUES).

WHEREAS, It is vital for Iowa City's long-term prosperity to create a stronger and more inclusive community; and

WHEREAS, The City Council is committed to eliminating disparities within City Government; and

WHEREAS, The City Council is committed to promoting racial equity and justice as a fundamental aspect of an inclusive and healthy community; and

WHEREAS, On June 19, 2012, the City Council passed a resolution establishing the Ad Hoc Diversity Committee to study City law enforcement, the Citizens Police Review Board and transportation services as they relate to persons of color to promote just and harmonious community interaction; and

WHEREAS, On June 18, 2013 the City Council passed a resolution implementing recommendations from the Ad Hoc Diversity Committee and City Staff; and

WHEREAS, Pursuant to those recommendations an annual equity report was published on August 18, 2014 with an action plan to reduce racial and ethnic disproportionality within City's services, programs and operations.

NOW, THEREFORE, BE IT RESOLVED that the City Council hereby outlines its top priorities and related new initiatives generated by the 2013 report on equity and the specific action plan developed by City staff and Council to promote racial and ethnic equity and improve communications and relationships with the community.

- Hold listening posts in various locations throughout the community. Two Council members will rotate at each listening post and those two Council members will report back to the entire Council.
- Host staff roundtables with Chairs/Directors of local community organizations that focus their efforts on eliminating racial disparities.
- Expand Coffee with a Cop to rotate to different areas of the City.
- Apply (Police Department) to participate in the United States Department of Justice pilot program on the National Initiative for Building Community Trust and Justice.
- Offer Police ride alongs to members of the community who wish to participate.
- Expand the use of body-mounted cameras within the Police Department and develop appropriate rules and regulations for this technology.
- Continue to participate in the disproportionate minority contact study with Dr. Barnum and St. Ambrose University.
- Encourage the expansion of the Citizens Police Review Board to other jurisdictions.
- Provide financial and labor resources to City Departments to carry out trainings and activities on cultural competency, cultural awareness, cultural consciousness and implicit bias.
- Engage with members of the community specifically persons of color and members of historically underrepresented groups by actively participating in community

outreach, activities and programs.

- Provide support and resources for a regional community ID program.
- Partner with the Government Alliance on Race and Equity (GARE). GARE is an organization of governments across the country committed to racial equity. GARE provides equity resources, best practices and the expertise of practitioners in the field. Staff will conduct a review after one year to determine whether the partnership is producing the intended results.
- Review and discuss committee reports from the Criminal Justice Coordinating Committee of Johnson County.
- Collect and analyze data on individuals who apply for employment with the City to ascertain what barriers exist in creating workforce equity.
- Collect and analyze data on individuals who apply for appointment on City boards/commissions to ascertain what barriers exist in creating proportionate representation of persons of color on boards/commissions.
- Evaluate a racial equity impact review tool for City budgets, programs, policies and services.
- Take active steps to increase the racial and ethnic diversity of the applicant pool for hiring within the Police Department.
- Increase awareness of the options available to file complaints against the Police Department or other City services, programs or operations.

Passed and approved this 23rd day of February, 2015.



MAYOR

ATTEST: Marian K. Kan
CITY CLERK

Approved by 

City Attorney's Office 2-18-15

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

AYES:	NAYS:	ABSENT:
<u>X</u>	_____	_____ Botchway
<u>X</u>	_____	_____ Dickens
<u>X</u>	_____	_____ Dobyns
<u>X</u>	_____	_____ Hayek
<u>X</u>	_____	_____ Mims
<u>X</u>	_____	_____ Payne
<u>X</u>	_____	_____ Throgmorton