

AGENDA
HUMAN RIGHTS COMMISSION
Neighborhood and Development Services Conference Room (Second Floor)
November 17, 2015
5:30 P.M.

1. Call Meeting to Order/ Roll Call
2. Approval of Minutes from October 20, 2015 meeting
3. Public Comment of Items Not on the Agenda
4. New Business:
 - a. ADA Coordinator (15 minutes)
 - b. KoNec dba Fas Trac Funding Request
5. Old Business:
 - a. Commission Action Plan 2015 (20 minutes)
 - i. Education Programming (Hart, Olmstead)
 - ii. Education Outreach (Ghoneim, Townsend, Ahmed)
 - iii. Community Outreach (Hanrahan, Pierce-Thomas)
 - iv. Council Outreach (Coulter, Retish)
 1. Proclamations
 - a. National Disability Awareness Month (October 20)
 - b. National American Indian Heritage Month (November 10)
6. Reports: (25 minutes)
 - a. Job Fair (October 22)
 - b. Human Rights Breakfast (October 28)
 - c. Making Iowa City a Human Rights Community (Olmstead, Coulter, Hanrahan)
 - d. Education Subcommittee (Retish, Olmstead, Hanrahan)
 - e. Building Communities Subcommittee (Townsend)
 - f. University of Iowa Center for Human Rights Board (Ghoneim, Olmstead)
 - g. City Council Racial Equity & Diversity Initiative (Bowers)
 - h. Commission
 - i. Staff
 - i. Newly Appointed Commission Members
7. Set Next Regular Meeting Date: December 15th at 5:30 p.m.
8. Adjourn

The Human Rights Commission meetings follow the Iowa City Community School District closings for inclement weather except for early dismissals for heat.

**Human Rights Commission
October 20, 2015 – 5:30 PM**

Neighborhood and Development Services Conference Room (Second Floor)

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

Members Not Present: Stella Hart, Shams Ghoneim.

Staff Present: Stefanie Bowers.

Recommendations to Council: Yes. The Commission recommends that Council adopt the amendments to the Human Rights Ordinance as presented in a memo by Investigator Kristin Watson dated October 1, 2015. (Attached to these minutes).

Call to Order:

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

Consideration of the Minutes from the September 15, 2015 Meeting Date:

Motion Pierce-Thomas, seconded by Hanrahan. Motion passed 5-0. (Ahmed, Olmstead not present).

(Ahmed present 5:38 p.m.)

Meeting Business

Human Rights Ordinance Amendments

Bowers reviewed the amendments to the Human Rights Ordinance. Most of the changes are not substantive and only involve rearranging the Human Rights Ordinance for clarity. Substantive changes (6 total) make the Human Rights Ordinance substantially equivalent to the Fair Housing Act and allow for a more efficient processing of complaints that are found to have probable cause.

Motion Pierce-Thomas, seconded by Townsend. Motion passed 6-0. (Olmstead not present).

Commission Action Plan 2015

Education Programming

Hanrahan reported that the Affordable and Accessible Housing Panel was well attended and informative.

Education Outreach

Bowers reported on a meeting she had with Ghoneim where they discussed future programming that focuses on specific areas that are protected under the ordinance such as credit and housing. Two possible programs are one that addresses barriers for persons new to this country in acquiring a place to reside and also barriers that exist for single persons who are applying for credit without a spouse. Townsend also suggested in a discussion with Bowers to have Commission Buddies. This would allow for newly appointed members to the Commission to be paired with Commission members who have served longer in hopes of introducing them to the work of the Commission and also allow for Commissioners to get to know one another better.

(Olmstead present 5:50 p.m.)

Community Outreach

Hanrahan and other Commissioners will consider how to use the questionnaire and what is the best way to acquire the information. Should the questionnaire have boxes to check as opposed to filling in the lines? Should the survey ask open ended questions or provide possible responses to select from for each question asked? For example, highly satisfied or sort of satisfied.

Council Outreach

Hart accepted the National Hispanic Month proclamation at the September Council meeting and Olmstead will accept the National Disabilities Awareness Month Proclamation at the October 20 Council meeting date and Coulter the National American Indian Heritage Month Proclamation at the November 10 Council meeting.

Motion Pierce-Thomas, seconded by Olmstead. Motion passed 8-0.

Reports

One Community, One Book-Just Mercy by Bryan Stevenson

Hanrahan and Coulter both attended the book discussion on September 30 held at the Iowa City Public Library. Hanrahan and Olmstead attended the formal discussion with author Bryan Stevenson on October 4 at the Iowa Memorial Union.

Human Rights Awards Breakfast (October 28)

Hanrahan will do the introduction at the Breakfast, Olmstead will introduce the keynote speaker, Pierce-Thomas will present the awards, and Coulter will do the closing. Bowers presented an overview of how the Awards Breakfast works from start to finish.

Job Fair

The job and resource fair will be held on October 22 from 4:00-6:00 p.m. at the Eastdale Plaza. Commissioners who are able are encouraged to come out and assist with the event. There are over 30 local employers and social service agencies listed.

Building Communities

No report.

Making Iowa City a Human Rights Community

Coulter suggested adding the meeting minutes of the subcommittee to the Commission packet so all can read the minutes. Another subcommittee meeting is planned for November.

University of Iowa Center for Human Rights

The Center has a meeting coming up in November—more information should be available at that time.

Education Subcommittee

The Iowa City Community School District Equity Committee at its last meeting discussed ways to measure outcomes of the recently completed School District Equity Plan.

Commission

Pierce-Thomas spoke on her recent trip to South Africa where she visited Robben Island and the Apartheid Museum.

Ahmed discussed the newly formed Human Rights Committee formed in his home country.

Olmstead mentioned that the Cedar Rapids Civil Rights Commission has a new phone app to file complaints of discrimination. He also spoke on a conference he recently attended in Coralville sponsored by Disability Rights IOWA.

Adjournment: 6:55 p.m.

Next Regular Meeting – December 15, 2015 at 5:30 p.m.

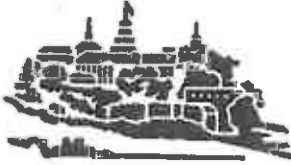
**Human Rights Commission
ATTENDANCE RECORD
YEAR 2014/2015**

(Meeting Date)

NAME	TERM EXP.	11/18/14	12/15/14	1/20/15	2/17/15	3/17/15	4/1/15	4/21/15	5/19/15	6/16/15	7/21/15	8/18/15	9/16/15	10/20/15
Edie Pierce-Thomas	1/1/2016	-	-	X	O/E	X	X	X	O/E	X	X	X	X	X
Joe D. Coulter	1/1/2016	X	X	X	X	X	X	X	X	X	O/E	X	X	X
Harry Olmstead	1/1/2016	X	X	X	X	O/E	X	X	X	O/E	X	X	X	X
Paul Retish	1/1/2017	O/E	X	X	X	X	X	X	X	X	X	X	X	X
Ali Ahmed	1/1/2017	X	X	O	X	O/E	X	X	X	O/E	X	X	O/E	X
Orville Townsend, Sr.	1/1/2017	X	X	X	X	X	X	X	X	O/E	X	X	X	X
Kim Hanrahan	1/1/2018	X	X	X	X	X	X	X	X	O/E	X	X	X	X
Shams Ghoneim	1/1/2018	X	X	O/E	X	O/E	X	X	X	X	X	X	X	O/E
Stella Hart	1/1/2018	X	X	X	X	X	X	X	O/E	X	X	X	X	O/E

KEY:

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



CITY OF IOWA CITY MEMORANDUM

Date: October 1, 2015

To: Human Rights Commission

From: Kristin Watson, Human Rights Investigator *Kristin Watson*

Re: Human Rights Ordinance Revision

Introduction/Background:

Revisions have been made to Title 2 of the City Code (the Human Rights Ordinance) in order to (1) make it substantially equivalent to the Fair Housing Act and (2) update its provisions to reflect a more practical enforcement mechanism for both staff and the public.

Discussion:

Most changes are not substantive, and involve only rearranging for clarity. Changes worthy of noting are:

- 'Chapter 5, Fair Housing,' has been incorporated into the general provisions prohibiting discrimination. Having a separate Chapter for fair housing was confusing,¹ as some enforcement provisions were contained in Chapter 5 alone and applied only to housing, while others were contained in the general provisions of 'Chapter 4, Enforcement.'
- Two instances of the word 'citizen' have been changed to 'individual.' (See §2-1-2 and §2-2-1.) A person need not be a citizen, either of the U.S. or Iowa City, in order to file a complaint.
- Both the general ordinance and the housing chapter contained definitions of 'person.' These definitions have been combined. (See §2-1-1.)
- The definition of 'housing accommodation' has been removed. There is no counterpart to this phrase in the FHA, and it presently serves no purpose. 'Housing accommodation' has a slightly wider scope than 'dwelling,' in that it would apply to temporary sleeping places such as a homeless shelter. However, people utilizing temporary sleeping spaces are protected under the public accommodations sections of the human rights ordinance.
- Conciliation procedures have been updated. Formerly, the Coordinator was required to attempt conciliation for a period of 30 days. The section has been revised to allow the Human Rights Coordinator to determine whether conciliation efforts should be utilized,

¹ The fair housing chapter existed separately because it is older than the general human rights ordinance. When the ordinances forbidding discrimination on the additional bases of employment, public accommodation, education and credit were created, the fair housing chapter was retained.

and if utilized, removes the requirement of waiting 30 days before declaring the process unsuccessful. (See §2-4-5.)

- In civil proceedings regarding housing, the ordinance stated that upon request of the complainant pursuant to §2-4-11, the human rights coordinator *shall* authorize, and the city attorney *shall* commence, a civil suit. These instances of the imperative 'shall' have been changed to 'may,' to prevent the City from being forced to commence and maintain a legal action in connection with a complaint it might not consider litigation worthy. (See §2-4-12.)

Recommendation:

It is recommended that the revised Title 2 be submitted to Council for consideration.

Stefanie Bowers

From: Marcia McKeag <MMcKeag@midwestone.com>
Sent: Friday, November 06, 2015 5:47 PM
To: Stefanie Bowers
Cc: 'henri.harper05@gmail.com'
Subject: RE: KoNec (dba FasTrac) - funding request
Attachments: Funding Request Form CIC CHRC.pdf

Hi Stefanie,

Attached is the funding request form. Please let me know if you have any questions or need additional information.

Thanks,

Marcia McKeag

Treasurer

-----Original Message-----

From: Stefanie Bowers [mailto:Stefanie-Bowers@iowa-city.org]
Sent: Tuesday, August 18, 2015 2:04 PM
To: Marcia McKeag <MMcKeag@midwestone.com>
Cc: 'henri.harper05@gmail.com' <henri.harper05@gmail.com>
Subject: RE: KoNec - funding request

Marcia,

Thanks. The Commission now requires any funding request to be filled out on the attached form--starting with fiscal year 2016. When you return the completed form I can still attach the letter to it. Any requests must be received by the second Tuesday of each month by 5. Please let me know if you have any questions.

Thanks,

Stefanie

-----Original Message-----

From: Marcia McKeag [mailto:MMcKeag@midwestone.com]
Sent: Tuesday, August 18, 2015 1:58 PM
To: Stefanie Bowers
Cc: henri.harper05@gmail.com
Subject: KoNec - funding request

Hi Stephanie,

On behalf of KoNec Cultural Diversity Awareness Program, attached is a letter requesting funding support from the City and the Human Rights Commission to sponsor two KoNec students to attend the Historically Black Colleges and Universities and Civil Rights Tour. Please let me know if you have any questions.

Thank you,

Marcia McKeag

Treasurer

KoNec Cultural Diversity Awareness Program

**Marcia McKeag, CRCM
Vice President, Compliance Officer
MidWestOne Bank**

**102 South Clinton Street
Iowa City, IA 52240
Phone: 319-356-5823
Fax: 319-356-5849
Toll Free: 1-800-247-4418**

IMPORTANT: This message, including any attachments, is intended only for the use of the individual or entity to which it is addressed, and may contain information that is privileged, confidential, and exempt from disclosure under applicable law.

If you are not the intended recipient, or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any use, retention, dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify the sender immediately and destroy your copy. Thank you.

July 1, 2015



CITY OF IOWA CITY

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

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

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

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

Sincerely,
Stefanie Bowers
Human Rights Coordinator

HRC APPLICATION FORM REQUESTING SPONSORSHIP FY16



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

Today's Date: August 18, 2015

Group/organization Name: KoNec (dba FasTrac)

Contact person: Marcia McKeag, Treasurer

Phone number: 319-356-5823 Email address: mmckeag@midwestone.com

Date of activity/event/program: Spring 2016

Event location and address:

Chartered bus tour to visit several Historically Black Colleges and Universities (HBCUs) and historically significant sites related to Civil Rights outside of Iowa.

Is the event location wheelchair accessible? Yes

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

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

The tour serves two main purposes, first is the opportunity for students to visit HBCUs and second is for all tour participants to learn about Civil Rights by visiting

historically significant sites. Students will write a paper at the end of the trip describing their experience and what they have learned.

Amount of funds requesting and itemized budget (please provide budget on separate sheet): \$1,000.00

Other funders involved? Local businesses and area residents. Chaperones will pay for their own travel cost.

How will this activity/event/program be marketed? Students in the FasTrac Program and their families will learn about the tour through their Program participation. A press release will be made in the local newspaper and other sponsors will be contacted directly.

Will sponsors be mentioned and/or sponsor logos be used in the marketing of the activity/event/program?
There are no plans to mention sponsors at this time.

Is the activity/event/program a fundraiser? If so, explain: No

No

Submit request to:

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

Or

By facsimile to 319-887-6213 or email to stefanie-bowers@iowa-city.org.



Budget for Historically Black Colleges and Universities (HBCUs) Visits and Civil Rights Tour

Travel scheduled for Spring 2016

Hotel/Lodging – Memphis (20 rooms 1 night)	\$ 2,400.00
Hotel/Lodging – Birmingham (20 rooms 2 nights)	\$ 4,200.00
Hotel/Lodging – Montgomery (20 rooms 2 nights)	\$ 2,516.00
Hotel/Lodging – Atlanta (20 rooms 3 nights)	\$ 7,600.00
Charter Bus	\$ 9,278.00
College Visits/Civil Rights Tour-student meals	\$ 500.00
College Visits/Civil Rights Tour-museum fees	\$ 2,200.00
Total Cost	\$ 28,694.00

Request for \$1,000 will sponsor two student's to participate and cover hotel/lodging and museum fees.

Stefanie Bowers

From: Stella Hart <stella.d.hart@gmail.com>
Sent: Monday, November 09, 2015 12:34 PM
To: Stefanie Bowers
Subject: Commission Report for Next Meeting

Hi Stefanie,

For the next Educational Programming Subcommittee report, I would like to talk to the other commissioners about continuing to focus on affordable housing or brainstorming other critical issues that it would benefit the community to discuss at a future HRC-sponsored event.

Hope you're having a great week!

Thanks,
Stella

Stefanie Bowers

From: Shams Ghoneim <shamsghoneim@mchsi.com>
Sent: Wednesday, November 04, 2015 10:00 AM
To: Stefanie Bowers
Subject: Re: subcommittee reports

Dear Stefanie,

Many thanks but there was no link in the email.

I also regarding Sub-Committee Reports, Represented yesterday -Nov. 3- both the IC HRC and as a member of the Advisory Board of the UICHR in addressing about 45 Middle School Iowa Students on Human Rights during The International Day conference . The Conference is an annual human rights conference for middle school students from all over the state of Iowa. The theme this year was "**The Human Right to Life, Liberty, and Security of Person.**" The conference was held at the Coralville Marriott Hotel and Conference Center.

Thanks.

Shams

On Nov 4, 2015, at 8:22 AM, Stefanie Bowers wrote:

Shams,

The below link will take you to the minutes of the April 21, 2015 meeting in which Burn was in attendance. The minutes follow the agenda.

Stefanie

From: Shams Ghoneim [<mailto:shamsghoneim@mchsi.com>]
Sent: Tuesday, November 03, 2015 7:03 PM
To: Stefanie Bowers
Subject: Re: subcommittee reports

Dear Stefanie;

As you know we as yet to meet as a group regarding the Education Outreach Committee which I would like us to meet all 4 of us before the Holidays.

Regarding UICHR: The sad news is the most recent passing of Professor Burns Weston on October 29. We are in the process of planning a memorial event during the upcoming December 8 Board Meeting. I also respectfully suggest that we share with the HR Center the minutes pertaining to Professor Weston's most recent address to the IC Human Rights Commission pertaining to our unanimous vote to work together with UI Center on having Iowa City be a City of Human Rights. He also addressed the Commission previously regarding the preservation of the Environment as a basic Human Rights issue.

I pray that next year he would be nominated for the Heather Shank Life time Award for his life time dedication to Human Rights.

Thank you

Shams

On Nov 3, 2015, at 10:03 AM, Stefanie Bowers wrote:

This is a friendly reminder that any subcommittee reports for the Commission meeting of November 17th will need to be sent to me no later than Tuesday, November 10 by noon.

Education Programming Update (Hart, Olmstead)
Education Outreach Update (Ghoneim, Townsend, Ahmed)
Outreach to Council (Coulter, Retish,)
Community Outreach (Hanrahan, Pierce-Thomas, Townsend)
Making Iowa City a Human Rights Community (Olmstead, Coulter, Hanrahan)
Education (Retish, Olmstead, Hanrahan)
Building Communities (Townsend)
University of Iowa Center for Human Rights Board (Ghoneim, Olmstead)

Also, copies of Just Mercy can be returned to me at the November meeting date of the 17th. I will then return the books to Susan Craig.

I still need books from Hart and Ahmed.

Agenda Item 5aiii

Public Service Announcements

Background

Edie Pierce-Thomas and Stefanie Bowers met with Ty Coleman the Media Production Services Coordinator for City Channel 4 on November 5.

Public Service Announcements (PSA) are 30 seconds long and can be played on television, social media and online. PSA can be just a narrative or narrative with sound or narrative with sound and visuals.

PSA run on non-City cable channels have a fee. Bowers will contact local news outlets for pricing if the Commission chooses to create a PSA and at the time when one is completed.

PSA can be used to advertise an event or used as outreach.

Next Steps

If the Commission wishes to look more into creating a PSA a subcommittee should be set up at the January meeting to create an outline for a PSA, what the intended goal is of the PSA and who the intended audience is for the PSA.