



CITY OF IOWA CITY MEMORANDUM

Date: January 24, 2020
To: Simon Andrew, Assistant to the City Manager
From: Stefanie Bowers, Human Rights Coordinator & Equity Director
Re: 2014 to 2018 Racial Equity Report Card (sb)

It has been six years since we published our first report on racial equity. We publish this data to be transparent and to show our progress on racial equity at the City in the areas of employment, criminal justice, and inclusivity. Summarizing the data for each year since 2014 increases the volume of the report (over 15 pages) while also reducing the reader friendliness of the report. So, this year we decided to publish a report card that spotlights where we were in 2014 and compares that to where we were in 2018 (2018 reflects the most recent data the City has in these areas). The report card is derived from three reports: the Human Rights Commission's Annual Report, the Police Department's Annual Reports and the Employee Statistics Report. All three reports are available on the City's website by Department.

Things to note with this report card follow below.

Since 2014, the City has seen incremental progress in the hiring and retention of staff of Hispanic origin and Black or African American, decreases in the number of youth and adults charged with crimes, and increases in the number of complaints alleging discrimination based upon race. Some percentage increases or decreases may appear more dramatic than in reality due to a small population size. For example, traffic stops of American Indian and Alaska Native females shows a decrease of 85%. In 2014, 13 American Indian and Alaska Native females were stopped in 2018 that number went to two.

City Employment

- 1) The number of all City employees decreased from 1,112 in 2014 to 960 in 2018.
- 2) The City added a category of 'More than 1 Race' in 2018 that 17 employees self-identified as. That is not reflected on the report card because there is no comparative data for 2014.

Criminal Justice

- 1) The number of Youth Charges decreased from 326 in 2014 to 227 in 2018;
- 2) The number of Adult Charges decreased from 6224 in 2014 to 4619 in 2018.
- 3) The number of Traffic Stops for Males increased from 7584 in 2014 to 8030 in 2018.
- 4) The number of Traffic Stops for Females increased from 4514 to 4671.
- 5) The number of Traffic Stops for Black Males increased 26%, but has trended down in disproportionality of Stops and Citations since 2017.
- 6) The number of Traffic Stops for Black Females decreased 6%.

Inclusion

- 1) The number of complaints filed with the Human Rights Office increased from 37 in 2014 to 40 in 2018.

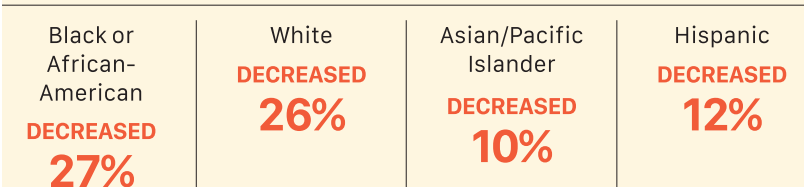


CITY OF IOWA CITY RACIAL EQUITY REPORT CARD 2014 TO 2018

SINCE 2014, THE NUMBER OF CITY EMPLOYEES HAS DECREASED. THE NUMBER OF:

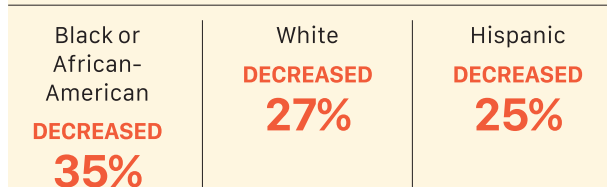


ADULT NUMBER OF CHARGES



Totals represent the number of charges, not the number of persons charged. Some persons may have been charged more than once. Charges filed do not necessarily represent custodial arrests.

YOUTH NUMBER OF CHARGES

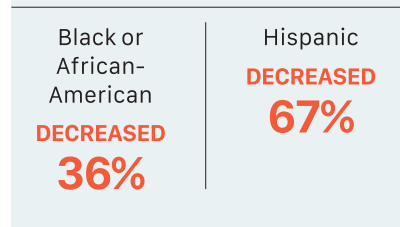


Totals represent the number of charges, not the number of persons charged. Some persons may have been charged more than once.

TRAFFIC STOPS MALE

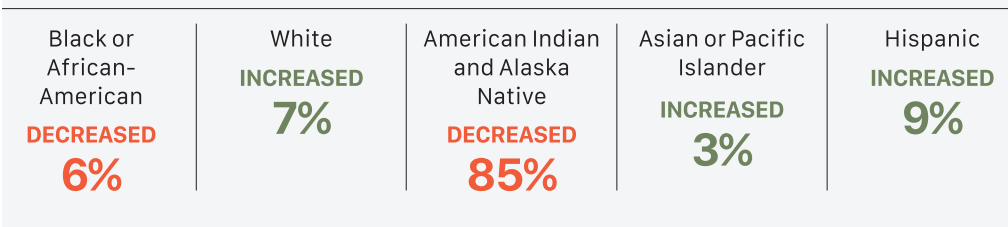


YOUTH CURFEW VIOLATIONS



VIOLATIONS DECREASED BY 63%

TRAFFIC STOPS FEMALE



COMPLAINTS ALLEGING RACIAL DISCRIMINATION INCREASED 12%