

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.



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

Black or African-American city employees

> **INCREASED** 10%

White Asian city Hispanic city employees employees employees **DECREASED DECREASED INCREASED** 16% **42%** 11%

American Indian and Alaska Native city employees

> STAYED THE SAME

ADULT NUMBER OF CHARGES

Black or African-American

DECREASED

White **DECREASED 26%**

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.

Asian/Pacific Islander

DECREASED 10%

Hispanic **DECREASED 12**%

YOUTH NUMBER OF CHARGES

Black or African-American

DECREASED 35%

White **DECREASED 27**%

Hispanic **DECREASED 25**%

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

TRAFFIC STOPS MALE

Black or African-American **INCREASED**

26%

White **INCREASED** 3%

American Indian and Alaska Native **DECREASED**

20%

Asian or Pacific Islander

INCREASED 10%

Hispanic **INCREASED 7**%

YOUTH CURFEW VIOLATIONS

Black or African-American

DECREASED 36%

Hispanic DECREASED **67%**

VIOLATIONS DECREASED BY 63%

COMPLAINTS ALLEGING

RACIAL DISCRIMINATION

INCREASED

TRAFFIC STOPS FEMALE

Black or African-American **DECREASED**

6%

White **INCREASED** 7%

American Indian and Alaska Native **DECREASED**

85%

Asian or Pacific Islander **INCREASED**

3%

Hispanic **INCREASED** 9%

Iowa City Human Rights Commission Annual Report FY18 Iowa City Employee Statistics Report, January 2019 Iowa City Police Department Annual Report 2018

CITY OF IOWA CITY UNESCO CITY OF LITERATURE For more detailed information, see individual reports on the City website www.icgov.org. Reports may be found on the page for the relevant department.