

AGENDA
Human Rights Commission (HRC)
Tuesday, March 17, 2020
5:30 P.M.
City Hall, Helling Conference Room
410 E. Washington Street, Iowa City

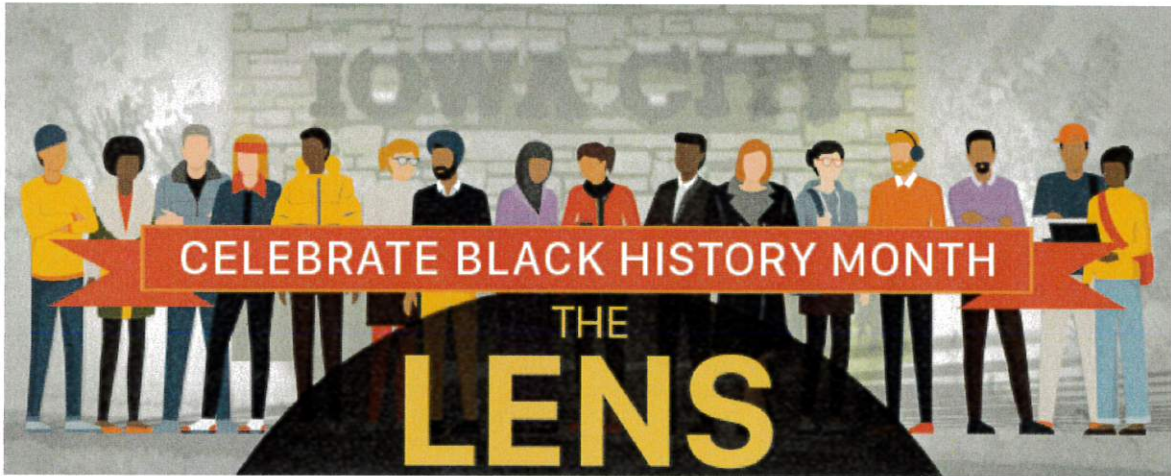
1. Call Meeting to Order and Roll Call.
2. Approval of the February 18, 2020 meeting minutes.
3. Public Comment of Items not on the Agenda. (*Commentators shall address the Commission for no more than 5 minutes. Commissioners shall not engage in discussion with the public concerning said items.*)
4. Items to be discussed:
 - a. Correspondence;
 - b. Census 2020;
 - c. Funding Request: Christ Reign;
 - d. Funding Request: Iowa City Fair Trade;
 - e. National Fair Housing Proclamation (April);
 - f. Day of Silence Proclamation (April 17);
 - g. International Transgender Day of Visibility Proclamation (March 31, 2020);
 - h. United Nations Convention Rights of the Child;
 - i. Strategic Planning.
5. Reports:
 - a. Women's History Month Proclamation (March 2020);
 - b. Youth Job Fair;
 - c. Social Justice Racial Equity Grants.
6. Save the dates:
 - a. Youth Awards (May 13, 2020);
 - b. Awards Breakfast (October 21, 2020).
7. Staff/Commission Announcements. (*Commissioners shall not engage in discussion with one another concerning said announcements.*)
8. Comments of Staff.
9. Adjournment.

If you will need disability-related accommodations to participate in this meeting please contact the Equity Director, Stefanie Bowers, at 319-356-5022 or at stefanie-bowers@iowa-city.org. Early requests are strongly encouraged to allow sufficient time to meet your access needs.

Correspondence

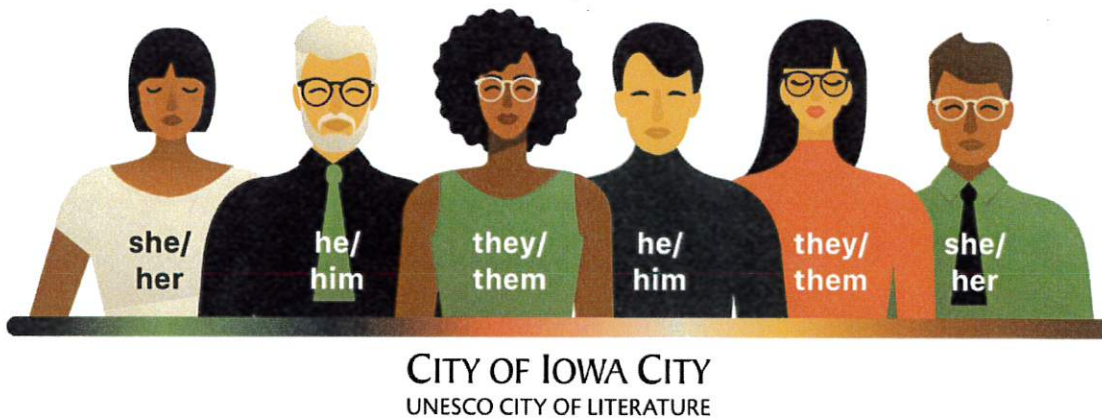
From: City of Iowa City <CityofIowaCity@public.govdelivery.com>
Sent: Tuesday, February 25, 2020 12:01 PM
To: HumanRights
Subject: The Lens - February

Having trouble viewing this email? [View it as a Web page.](#)



February 2020 | Visit us online at www.icgov.org/SJREinitatives

The Lens, a newsletter that spotlights Social Justice & Racial Equity Initiatives in Iowa City.
Recent highlights:



My pronouns are:

Pronoun pins are now available for City staff members or volunteers who wish to display their preferred pronouns. Pins may be picked up in Human Resources at the employee's convenience.

Why is this important? Using a person's chosen pronouns is not only a basic courtesy, but a necessity of self-respect and identity. Allowing a person to self-identify their pronouns in the workplace instead of being perceived to belong to a particular pronoun removes embarrassment and hurt feelings over being misgendered.

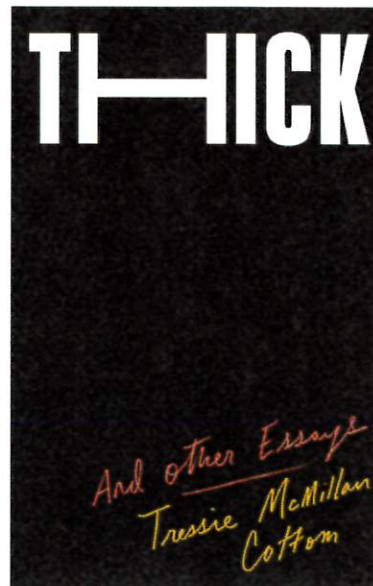
For more about pronouns in the workplace, download "Talking About Pronouns in the Workplace" [here](#).

Book Spotlight

"I was, like many black children, too much for white teachers and white classrooms and white study groups and white Girl Scout troops and so on. Thick where I should have been thin, more when I should have been less."

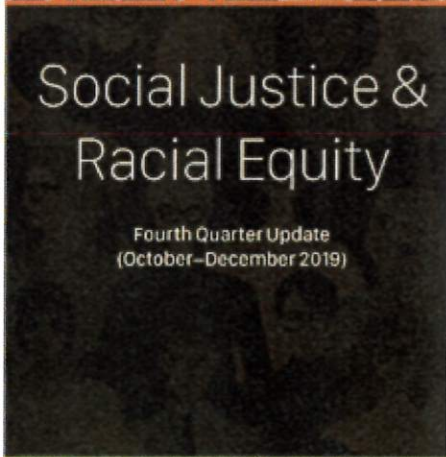
So says Dr. Tressie McMillan Cottom, a sociologist who earned her PhD. at Emory University, in her latest book "Thick; And Other Essays," which was a finalist for the National Book Award.

In the book, Dr. Cottom turns both her personal and professional gaze on a wide variety of subjects, which are also one subject: the experience of being a Black female intellectual in 21st-century America. "Thick" is complex, demonstrating Cottom's notable ability to dissect, reflect upon, and interpret territory she also inhabits. Moving seamlessly between personal experience and structural analysis, between colloquial and academic diction, Cottom is not easily categorized, a fact she notes has made her "a problem" in traditional academia. But for those who can appreciate an author who boldly asserts there is space to be both "a socialist Black feminist" and "an Amazon Prime member," this book is a gem.



"Thick: And Other Essays," Tressie McMillan Cottom, New Press, 2019. Check it out from the Iowa City Library [here](#).

Social Justice and Racial Equity Update Released



The City has published an update on social justice and racial equity actions taken by City Departments during the fourth quarter of calendar year 2019.

The update details trainings, outreach, legal involvement, community response and accountability efforts for the months of October through December 2019. This update, as well as other City resources on Equity and Human Rights, can be found [here](#).

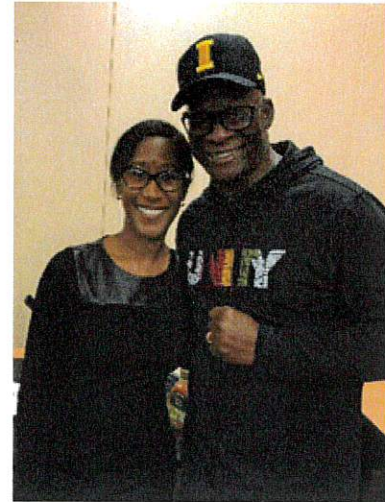
CITY OF IOWA CITY
OFFICE OF EQUITY

White Privilege: Getting in on the Conversations

We had the "privilege" of meeting up with Dr. Eddie Moore, Jr. this month at the City sponsored event "Still Rising: Celebrating 10 Years of the Iowa City Civil Rights Trip."

Dr. Moore is the founder of the White Privilege Conference, now in its 21st year. The White Privilege Conference is an interactive, informational, challenging, and energetic conference that explores white privilege/oppression and the imperative that those promoting diversity must "get in on the conversations."

This year's conference, entitled "The State of (In) Security," will be held from April 1-4, 2020, in Mesa, Arizona. Learn more or register by visiting the conference [website](#).



#MoreThanJustaMonth



The Office of Equity and Human Rights recognized area Black elected officials and persons serving on City boards/commissions in honor of their service and leadership to the City of Iowa City in observance of Black History Month.

#MoreThanJustaMonth is part of an Instagram promotion that calls attention to the fact that Black History is world history and should be taught every day, not just in February.

Those recognized include Mayor Bruce Teague, Mayor Pro Tem Mazahir Salih, Human Rights Commissioners Adil Adams and Bijou Maliabo, Planning and Zoning Commissioner Billie

Townsend, School Board of Directors Ruthina Malone, Johnson County Supervisor Royceann Porter, North Liberty Councilmember RaQuishia Harrington, and Library Board of Directors Monique Washington.

Youth Job Fair Employer List

The Youth Job Fair is scheduled from 4 to 6 p.m. Thursday, March 5, 2020, in the Gymnasium of the Robert A. Lee Community Recreation Center, 220 S. Gilbert St.

While this event targets youth between the ages of 16 to 21, it is open to all job seekers.

Employers registered to date: Hy-Vee, McDonalds, City of North Liberty, City of Iowa City, City of Iowa City Parks & Recreation, Goodwill of the Heartland, Shelter House, The Arc of Southeast Iowa, US Foods, Sno Biz, Collins Aerospace, Johnson County Ambulance Service, Metro Pavers, American Family Insurance, Johnson County Government, Sedgwick, and Central Processing Corporation.

YOUTH JOB FAIR

THURSDAY, MARCH 5
4:00 PM - 6:00 PM
GYMNASIUM
Robert A. Lee
Community Rec Center
220 S. Gilbert, Iowa City

If you are 16-21 years of age and looking for a part-time job for the spring or summer, please plan to attend the Youth Job Fair
Remember to bring your Chromebook to apply for jobs on site!

For more information call 319-356-5022 or email humanrights@iowa-city.org

Employers interested in having a table at the event must register at <https://youthjobfair2020.eventbrite.com>. There is a \$10 registration fee for employers.

Call for nominations



Do you know a youth who has given back to the community in an impactful way? Created an initiative that had a local or global impact? Volunteered their time to help others?

Nominate them for a 2020 Youth Human Rights Award! Nominations Close

on Friday, April 17, 2020. Late nominations will not be considered.

To nominate, go to www.icgov.org/humanrightsyouthawards. Nominations will be considered for work that has taken place since June 2019.

Recipients will be honored at the Youth Awards Program at 7 p.m. Wednesday, May 13, 2020, at the Englert Theatre, 221 E. Washington St. Mayor Bruce Teague will deliver brief remarks. Each awardee will be presented with a certificate.

Black History Trivia Night

How many Historically Black Colleges & Universities are there in the US?

Parks and Recreation sponsored a Black History Trivia event on Friday, Feb. 21, 2020, which featured questions just like that.

Participants tested their knowledge of black people and events that are overlooked in mainstream history courses. Those who brought their A-Game were awarded with prizes at the end.

RaQuishia Harrington, Special and Underserved Populations Recreation Supervisor, plans on offering More Black History Trivia nights throughout the year due to the interest and support of this event.

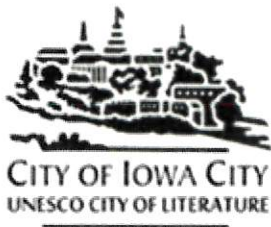
(Trivia answer: 107 with over 228,000 students.)



Stay Connected to Equity and Human Rights news

For detailed information on current trainings, initiatives, or programs, visit icgov.org/SJREinitiatives, and scroll to Social Justice and Racial Equity Quarterly Updates.

Subscribe to this newsletter and other City news and information at icgov.org/subscribe. Thanks, and welcome!



Questions?
[Contact Us](#)

STAY CONNECTED:



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City of Iowa City

410 E Washington St,
Iowa City, IA 52240



OFFICE OF EQUITY & HUMAN RIGHTS

THE LENS

The Lens is our newsletter that provides a look at social justice and racial equity initiatives in Iowa City!



SUBSCRIBE TO OUR NEWSLETTER

To receive it in your inbox monthly visit <https://www.icgov.org/e-subscriptions> and check Equity and Human Rights.

Equity & Human Rights Office

MONDAY - FRIDAY

8 AM - 12 PM | 1 PM - 5 PM

humanrights@iowa-city.org

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ON LOCAL HUMAN
RIGHTS ACTIONS
BY FOLLOWING US
ON SOCIAL MEDIA**



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[@ichumanrights](https://www.instagram.com/ichumanrights)

What is the Census?

The census is a count of every person who lives in the United States and its territories. It happens every 10 years. In early 2020, you will be asked to count everyone who lives in your home as of April 1. Responding to the 2020 Census is a chance to shape your future.



RESPONDING IS *Easy*

1. In March, your household will receive an invitation in the mail, inviting you to respond online or by phone.
2. Go to www.2020census.gov to access and complete the questionnaire. You will need a Census ID code from the mailing. You can use a mobile phone, tablet, laptop, or desktop computer. Completing your response will take ten minutes or less.
3. That's it!

What if I don't have internet access?

Bring your mailed census invitation to a public library in Johnson County. Computers will be available to complete the census.

What if I need help or speak a different language?

When you respond online, the website will guide you through each census question. The census form will be available in English and 12 additional languages. Videos and guides to the form are available in 59 languages.

For more information, visit:

2020CENSUS.GOV

We're excited to see how Johnson County has grown, and we want to make sure your household gets counted in 2020!

Information provided by the municipal governments in Johnson County, Iowa.

WHO COUNTS IN YOUR HOUSEHOLD?

- ✓ **Count every person living or staying in your home on April 1**, regardless of their nationality or living situation, and no matter where they are from, what language they speak, or citizenship status.
- ✓ **People without a permanent residence** who are staying temporarily with a friend or family on April 1 should be counted at that address.
- ✓ **If you are a renter, count yourself where you live.** Don't forget any family or roommates living there. Everyone needs to be counted.
- ✓ **Count all children, including babies, who usually live and sleep at your home.** If they split time evenly between two households, count them where they are on April 1.
- ✓ **Count newborn babies** at the home where they will live and sleep most of the time, even if they are still in the hospital on April 1.
- ✓ **College students** not living in a dorm should be counted at their off-campus address, even if they go to their parents' home for school breaks.
- ✓ **If you recently moved**, count yourself at your new address if you moved by April 1.
- ✓ **Service members** who don't live in military barracks and aren't deployed or stationed outside the U.S. should be counted where they live and sleep most of the time.
- ✓ **Residents of a group facility:** the Census Bureau will work with representatives to ensure people living in college dorms, nursing homes, group homes, shelters, psychiatric facilities, correctional facilities, and military barracks are counted.

Shape
your future
START HERE >

United States®
Census
2020

CENSUS Q & A

What will I be asked?

You will be asked a few **simple questions**, like age, sex, and the number of people living in your home, including children.

What won't be asked?

The census will never ask for Social Security numbers, bank or credit card numbers, money or donations, or anything related to political parties. **There will not be a question about citizenship on the 2020 Census.**

Who is in charge of the 2020 Census? The **U.S. Census Bureau conducts the census.** Cities, counties, libraries, universities, and even some non-profit organizations help inform residents about the census.

What's in it for me?

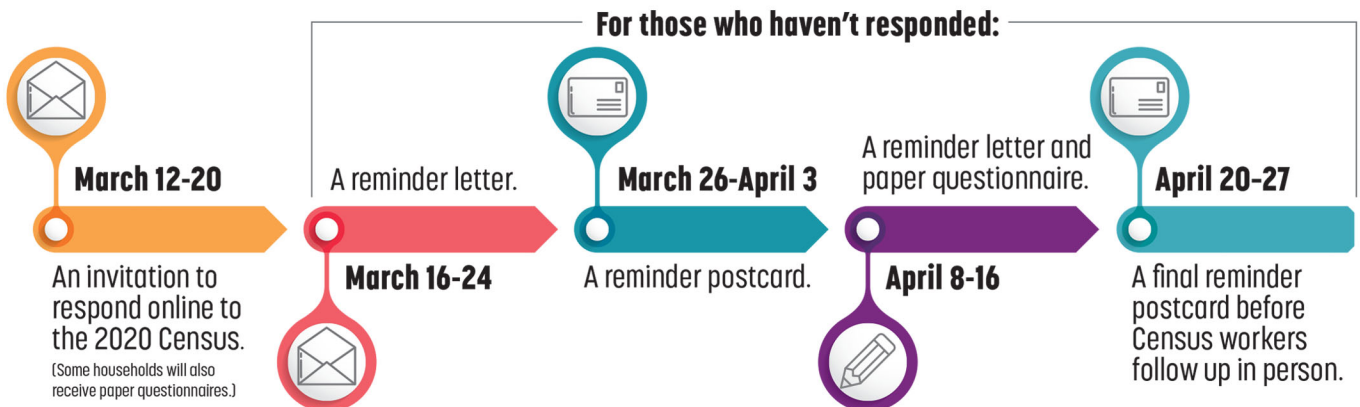
- ✓ **Responding to the census directly benefits our community.** Your responses inform where over \$675 billion is distributed each year to communities nationwide for clinics, schools, roads, and more. It impacts funding for education programs and grants, public transportation, libraries, Medicare and Medicaid, Supplemental Nutrition Assistance Program, school meal programs, parks, playgrounds, and recreational facilities.
- ✓ **Census data gives community leaders vital information** to make decisions about building community centers, opening businesses, and planning for the future.
- ✓ **Your responses** are used to redraw legislative districts and determine the number of seats your state has in the U.S. House of Representatives.
- ✓ **Responding fulfills your civic duty** because it's mandated by the U.S. Constitution. The United States has counted its population every 10 years since 1790.

Is my information safe? All responses submitted online are encrypted to protect your privacy. Your responses to the 2020 Census are safe, secure, and protected by federal law. Your answers can only be used to produce statistics. They cannot be used against you by landlords, any government agency, or court in any way—not by the FBI, not by the CIA, not by the DHS, and not by ICE.

WHAT TO EXPECT

When it's time to respond, households will receive an invitation in the mail. Every household has the option of responding online, by phone, or by mail. Reminders will be sent to households that haven't responded.

What you will get in the mail:



For more information, visit:
2020CENSUS.GOV

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your future
START HERE >

United States®
**Census
2020**

U.S. Census 101

Q What is the census data used for?

Census data is used annually to distribute more than \$1.5 trillion in federal funds. Nearly every federal program relies on census data.

Recent examples include:

- Planning for hospitals, nursing homes, clinics and the location of other health services.
- Determining areas eligible for housing assistance and rehabilitation loans.
- Development of rural areas.
- Building roads, bridges and various infrastructure.
- Establishing fair market rents and enforcing fair lending practices.

The census also determines representation. Every 10 years the results of the U.S. Census are used to reapportion the House of Representatives, determining how many seats each state gets. The data also helps states redraw the boundaries of congressional and state legislative districts to account for population shifts.

To find more information about the census, census job opportunities, complete count committees or to find one in your area, visit the U.S. Census website, www.census.gov.

Q When is a special census needed?

When local officials believe there has been a significant population change in their community due to growth or annexation, a special census may be requested. In Iowa, a city may have only one federal special census per decade. Importantly, the city requesting the special census assumes full responsibility for the cost of the special census.

Q How do we encourage city residents to take the census?

The census is the main way that cities can calculate their population, which in turn affects how the community is accounted for in terms of federal funding, public services, grants, loans and other programs in the community. Every household will have the option of responding online, by mail or by phone. Ninety-five percent of residents will receive their census invitation by mail. Complete count committees will also help collect the data. Remind your citizens of the importance of completing and submitting their census invitation through all the city's points of contact with the public. Social media, electronic signboards and newsletters are all great options to use.



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What is the Census?

The U.S. Constitution mandates the U.S. Census, counting every person and housing unit in the U.S. every 10 years. The first census was in 1790. By law, the census protects personal identities. The census seeks to count every person living in the U.S. once, and in the right place.

The Cost of Undercounting

If there were an undercount in Iowa in the 2020 census, Iowa would **lose portions of federal funds** whose distribution formula are based on census populations. If there were an undercount of just one-tenth of a percent, this would equate to an approximately **\$90M loss over 10 years**.

**Raw source: George Washington University*

Why is the Census Important to My Community?



Iowa's and your community's share of certain federal funding sources.



Funding levels for many public services, grants, and programs in the community. Among many, these include healthcare, Medicaid, transportation, job, and youth-related programs.



Fair representation in the U.S. Congress and the Iowa Legislature.



Guides local community planning and decision-making.



Summary of Questions on the Census

- How many people are living or staying at your home on April 1, 2020
- Whether the home is owned or rented
- About the sex of each person in your home
- About the age of each person in your home
- About the race of each person in your home
- About whether a person in your home is of Hispanic, Latino or Spanish origin
- About the relationship of each person in your home
- A phone number for a person in the home

The 2020 US Census will NOT ask about citizenship or immigration status

Erin Mullenix is the research director with the League and may be reached at erinmullenix@iowaleague.org or (515) 244-7282. Sara Shonrock is a program coordinator with the League and Iowa State University Extension & Outreach and may be reached at sshonroc@iastate.edu or (515) 244-7282. U.S. Census Bureau: <https://www.census.gov/en.html>

Complete Counts Committees

Local, state, tribal governments and other partners can form Complete Counts Committees to help leverage local knowledge, influence, and resources to educate communities and promote the Census. The CCCs are comprised of a broad spectrum of community leaders and industries. They can help coordinate media briefings, census rallies, social media and digital media, recruiting census workers, etc. Local coordination can help build trust and outreach in the community. ●

Cover Letter (required reading)

Thank you for your interest in seeking sponsorship from the Iowa City Human Rights Commission. The Commission provides funding to organizations and agencies to offset the costs of organizing, planning, and facilitating educational public forums or programs and activities that are 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.

To process your request for sponsorship, we need you to take a few minutes to fill out this application form. Please note sponsorship requests are due by 5 p.m. on the second Monday of each month. The Iowa City Human Rights Commission will review the request at their monthly meeting and staff will contact you to let you know whether the request has been approved. If you are awarded funding, you will be required to submit a full (one page) summary of funding impact, including but not limited to, number of persons involved in your project, anecdotal stories to share with the team about the event, frequency of the event, and other essential information.

If you have any questions about the application process, please do not hesitate to contact Equity Director Stefanie Bowers at 319-356-5022 or Stefanie-bowers@iowa-city.org.

Please sign here to verify you have read the cover letter to this form. *



Jonathan Massaki

Application

Date *

2/24/2020

Group/Organizaton Name *

Christ Reign

Contact person *

Jonathan P Massaki

Phone number *

7187515987

Email *

jmassaki@icloud.com

Date of activity/event/program *

4/12/2020

If your event occurs on multiple dates, list here

Event location and address *

Englert Theater

Is the event wheelchair accessible? *

- Yes
 No

Is the event accessible to individuals with visual impairments? *

- Yes
 No

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

Christ Reign is hosting an Easter conference that is open to community members and professionals to celebrate African cultural diversity through music and dance. Our mission is to bring different churches and people together for a gathering and to promote intercultural and to speak on how to abide by the Iowa law. We will be having performers and a guest speaker. Everyone is invited and there is no charge. There will be some refreshment and free t-shirt give away to all attendees.

Amount of funds requested. Attach an itemized budget (field below). *

\$ 800.00

Attach itemized budget. *

Celebration Pâques.docx

12.4KB

List other funders below:

None

Has this organization applied for any other City of Iowa City funding for this activity/event/program?

- Yes
 No

If yes, what department were the funds requested through?

How much funding was requested?

\$

Was this request granted?

- Yes
- No

Has the organization received any funding from the City of Iowa City in the last year? *

- Yes
- No

If yes, what department were the funds requested through?

How much funding was requested?

\$

How will this activity/event/program be marketed?

Social Media such as facebook, instagram, snapchat, tweeter. Posting flyers in different places in Iowa City. Printing invitation to different churches and community organization.

Will sponsors be mentioned and/or logos be used in the marketing of the activity/event/program?

- Yes
- No

Is the activity/event/program a fundraiser? *

- Yes
- No

Celebration Pâques

Budget

EXPENSES

| | |
|--------------|---------|
| Venue | \$2,300 |
| Instruments | \$280 |
| Performer | \$1,900 |
| Refreshments | \$420 |
| T-Shirt | \$240 |
| Total | \$5,140 |

Cover Letter (required reading)

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If you have any questions about the application process, please do not hesitate to contact Equity Director Stefanie Bowers at 319-356-5022 or Stefanie-bowers@iowa-city.org.

Please sign here to verify you have read the cover letter to this form. *

A rectangular box containing a handwritten signature in cursive script that reads "Zachary Rochester".

Application

Date *

3/9/2020

Group/Organizaton Name *

Iowa City Fair Trade Coalition

Contact person *

Zachary Rochester

Phone number *

712

Email *

zachary@fairtradecampaigns.org

Date of activity/event/program *

4/15/2020

If your event occurs on multiple dates, list here

Event location and address *

Iowa City Public Library

Is the event wheelchair accessible? *

- Yes
 No

Is the event accessible to individuals with visual impairments? *

- Yes
 No

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

The Condor and The Eagle and Partners present The Global Impact Campaign:
NO MORE SACRIFICED COMMUNITIES!

As we look at the destructive impacts of fossil fuels industries, we can no longer remain silent. We are now joining hands to stop the money pipeline. By visually exposing the environmental and human impacts of fossil fuel industries, our film is a powerful tool to present to large audiences the divestment movement, bringing together communities to launch effective calls to action.

Amount of funds requested. Attach an itemized budget (field below). *

\$ 75.00

Attach itemized budget. *

Condor & Eagle Screening Budget.xlsx

10.66KB

List other funders below:

None

Has this organization applied for any other City of Iowa City funding for this activity/event/program?

- Yes
 No

If yes, what department were the funds requested through?

How much funding was requested?

\$

Was this request granted?

- Yes
- No

Has the organization received any funding from the City of Iowa City in the last year? *

- Yes
- No

If yes, what department were the funds requested through?

How much funding was requested?

\$

How will this activity/event/program be marketed?

We are requesting that the UIHRC will help us sponsor this even to increase turn out and to spread awareness among the commissions network. Additionally, we are hoping to partner with the UI Center for Human Rights as another event partner.

Will sponsors be mentioned and/or logos be used in the marketing of the activity/event/program?

- Yes
- No

Is the activity/event/program a fundraiser? *

- Yes
- No

If yes, explain: *









We will be selling \$5 tickets; all proceeds will go to Indigenous Rights Movements

Film Screening Budget


Total

\$75.00

| Item | Cost |
|-----------------------|-------------|
| Promotional Materials | \$25.00 |
| Food for Attendees | \$50.00 |

| | | | | | | |
|--|--|--|---|---|--|---|
| <p>1</p>  <p>DEFINITION OF A CHILD</p> | <p>2</p>  <p>NO DISCRIMINATION</p> | <p>3</p>  <p>BEST INTERESTS OF THE CHILD</p> | <p>4</p>  <p>MAKING RIGHTS REAL</p> | <p>5</p>  <p>FAMILY GUIDANCE AS CHILDREN DEVELOP</p> | <p>6</p>  <p>LIFE, SURVIVAL AND DEVELOPMENT</p> | <p>7</p>  <p>NAME AND NATIONALITY</p> |
| <p>8</p>  <p>IDENTITY</p> | <p>9</p>  <p>KEEPING FAMILIES TOGETHER</p> | <p>10</p>  <p>CONTACT WITH PARENTS ACROSS COUNTRIES</p> | <p>11</p>  <p>PROTECTION FROM KIDNAPPING</p> | <p>12</p>  <p>RESPECT FOR CHILDREN'S VIEWS</p> | <p>13</p>  <p>SHARING THOUGHTS FREELY</p> | <p>14</p>  <p>FREEDOM OF THOUGHT AND RELIGION</p> |
| <p>15</p>  <p>SETTING UP OR JOINING GROUPS</p> | <p>16</p>  <p>PROTECTION OF PRIVACY</p> | <p>17</p>  <p>ACCESS TO INFORMATION</p> | <p>18</p>  <p>RESPONSIBILITY OF PARENTS</p> | <p>19</p>  <p>PROTECTION FROM VIOLENCE</p> | <p>20</p>  <p>CHILDREN WITHOUT FAMILIES</p> | <p>21</p>  <p>CHILDREN WHO ARE ADOPTED</p> |
| <p>22</p>  <p>REFUGEE CHILDREN</p> | <p>23</p>  <p>CHILDREN WITH DISABILITIES</p> | <p>24</p>  <p>HEALTH, WATER, FOOD, ENVIRONMENT</p> | <p>25</p>  <p>REVIEW OF A CHILD'S PLACEMENT</p> | <p>26</p>  <p>SOCIAL AND ECONOMIC HELP</p> | <p>27</p>  <p>FOOD, CLOTHING, A SAFE HOME</p> | <p>28</p>  <p>ACCESS TO EDUCATION</p> |
| <p>29</p>  <p>AIMS OF EDUCATION</p> | <p>30</p>  <p>MINORITY CULTURE, LANGUAGE AND RELIGION</p> | <p>31</p>  <p>REST, PLAY, CULTURE, ARTS</p> | <p>32</p>  <p>PROTECTION FROM HARMFUL WORK</p> | <p>33</p>  <p>PROTECTION FROM HARMFUL DRUGS</p> | <p>34</p>  <p>PROTECTION FROM SEXUAL ABUSE</p> | <p>35</p>  <p>PREVENTION OF SALE AND TRAFFICKING</p> |
| <p>36</p>  <p>PROTECTION FROM EXPLOITATION</p> | <p>37</p>  <p>CHILDREN IN DETENTION</p> | <p>38</p>  <p>PROTECTION IN WAR</p> | <p>39</p>  <p>RECOVERY AND REINTEGRATION</p> | <p>40</p>  <p>CHILDREN WHO BREAK THE LAW</p> | <p>41</p>  <p>BEST LAW FOR CHILDREN APPLIES</p> | <p>42</p>  <p>EVERYONE MUST KNOW CHILDREN'S RIGHTS</p> |

43-54



HOW THE CONVENTION WORKS

CONVENTION ON THE RIGHTS OF THE CHILD

**IOWA CITY
HUMAN RIGHT COMMISSION
STRATEGIC PLANNING SESSIONS
REPORT
2018**



Facilitated by:
Jeff Schott
Institute of Public Affairs
University of Iowa

IOWA CITY
HUMAN RIGHTS COMMISSION
STRATEGIC PLANNING SESSION
2018

TABLE OF CONTENTS

| | |
|---|---------|
| Introduction | Page 3 |
| Update – 2014 Goals/Priorities..... | Page 4 |
| General Duties of HRC | Page 4 |
| Areas of Interest..... | Page 5 |
| Accomplishments | Page 7 |
| Issues, Concerns, Trends, and Opportunities..... | Page 8 |
| On-Going Commitments..... | Page 10 |
| New Priority Projects, Programs or Initiatives | Page 11 |
| Organizational Effectiveness Initiatives..... | Page 12 |
| Final Comments | Page 13 |
| <u>Exhibit A</u> – Significant Projects, Programs, Policies, and Initiatives Considered | Page 14 |

IOWA CITY HUMAN RIGHTS COMMISSION STRATEGIC PLANNING SESSION 2018

Introduction

The Iowa City Human Rights Commission (ICHRC) requested the Institute of Public Affairs (IPA) to assist the Commission with strategic planning. IPA agreed to organize and facilitate a process that involved the following steps:

1. Prepare a questionnaire to ICHRC Commissioners regarding: the key purposes of the Commission, recent accomplishments, issues/trends/concerns/opportunities, potential new initiatives, programs, or policies and suggestions to improve organizational effectiveness;
2. Conduct a strategic planning and organizational effectiveness sessions with the Commission;
3. Preparation of this report.

Strategic Planning Session

A strategic planning session with ICHRC was held on February 22, 2018, at the Helling Conference Room in Iowa City City Hall.

The following Commission members were in attendance and participated at this meeting: Eliza Jane Willis (Chair), Joe Coulter, Adil D. Adams, Jeff Falk, Tahuanty Pena (Vice Chair), Arianna Aron, Cathy McGinnis, and Jonathon Muñoz. Also in attendance and participating in the session was ICHRC Coordinator Stefanie Bowers.

Organizational Effectiveness Session

An organizational effectiveness planning session with ICHRC was held on March 29, 2018, in the City Hall Council Chambers in Iowa City City Hall.

The following Commission members were in attendance and participated at this meeting: Eliza Jane Willis (Chair), Joe Coulter, Adil D. Adams, Jeff Falk, Tahuanty Pena (Vice Chair), Cathy McGinnis, and Jonathon Muñoz. Also in attendance and participating in the session was ICHRC Coordinator Stefanie Bowers.

Update - 2014 Goals/Priorities

The participants reviewed the status of implementing the following goals/priorities as established during ICHRC previous planning session in 2014:

2014 Review

On-Going Commitments

- Youth Awards.
- Awards breakfast.
- Building Blocks to Employment Job Fair.
- Mayoral proclamations.
- ~~Continuing~~ Educational programs.
- ~~Continuing~~ Outreach efforts.
- Compliance with Chapter 2 of the Municipal Code.

New Priority Projects, Programs, and Initiatives

- Develop listening posts for outreach to target communities.
- Enhance presence with quarterly presentations to City Council on Commission events, programs and initiatives.
- Affordable/universal/accessible housing – educational programs
- Hold meetings with various community groups.

General Duties of the Human Rights Commission

HRC Coordinator Stefanie Bowes reviewed the general duties, powers and responsibilities of HRC as set forth in Chapter 2 of the Iowa City Municipal Code.

Areas of Interest

The participants reviewed and discussed the following areas of interest that the Commissioners felt HRC should be involved in:

Community

- Events revolving around people of color and their history in the form of activities, conferences, programs etc.
- I would also like to see little libraries in underprivileged neighborhoods. Part of that, would be inviting the community to participate in the making of these libraries.
- Any area under the broad range of topics in the Universal Declaration of Human Rights within the geographic area of Iowa City and its immediate surroundings. These would include discrimination in employment, housing, schooling, and facilities, standards of living, law enforcement, and judicial proceedings.
- Get more involved with housing issues in the community, especially in terms of the impact on undocumented and documented immigrants who appear to be suffering from discrimination.
- Consider the equity issues raised by current eviction policies and practices. We should maintain and expand our relationships with organizations working for greater equity and nondiscrimination in our community.
- Developing a list of community organizations concerned with social justice issues that may benefit from our assistance.
- Community education regarding Racial Equity
- LGBTQI – community education
- Social equity in affordable, accessible housing.
- Increased funding for social justice and racial equity grants
- Johnson County/Iowa City Access Center Project.
- More community meetings and townhalls and events.
- Social justice activities for young generations to participate in all activities and try to get donations.
- General education regarding human rights and the role of the commission. For example, explaining the power of municipal HRCs in general and the federal and international framework, e.g. ICERD, which informs that power.
- The HRC should be able strive to educate the residents of Iowa City how to best practice human rights in their day to day interactions with others, and the resources available to them to help them do that.
- Voter registration in areas of the city that are under-represented
- Voter participation rates in non-presidential elections
- Community ID
- Immigrant rights

Schools

- Changing the curriculum used in schools around history.
- Having the accurate information on black history.
- Learning about other people in the civil rights era vs. year after year learning about the same individuals.
- Having administration, teachers, and support staff of color throughout the district.
 - Racial equity in the school system and the wider community.
- Tate High School is often forgotten about when it comes to outreach efforts. Tate is part of ICCSD but often the stigma surrounding Tate prevents community members and programs from reaching out.
 - Programming that is offered in West and City should also be offered at Tate.

Public Safety

- A role in responding to hate crimes or incidents when they occur.
- Developing a rapid response team with re: to hate crimes and bias crimes.
- Obtaining information regarding Community Police Review Board and
- Obtaining information/communication with Police Department

Accomplishments

The following were identified as recent accomplishments of ICHRC:

- Outreach to Broadway and Pheasant Ridge (Overcharging on rent).
- Organizing a number of programs and panel discussions.
- Co-sponsoring similar events with other groups.
- SJRE Grants:
 - Evaluating and submitting recommendations for the City SJRE grants.
 - Designing procedures for the SJRE grant.
- Review & responses to requests for funding
- Human rights awards and recognition program.
- Participated in planning, sponsorship, and activities re: MLK Day.
- Participated in Iowa City Pride.
- Participated in planning and sponsorships of Juneteenth activities.
- Community building exercise in 2016.
- Community IDs.
- Focus on the issues involving immigrants/Muslims.
- Obtained recognition for Indigenous Peoples Day.
- Participation in City Manager's Roundtable.
- Crossing Bridges conference.
- Know Your Rights –Domestic Abuse.
- Activities at the Coralville and Iowa City library with immigrant communities.
- Preparation/distribution of educational materials by HRC staff.

For a more complete list of accomplishments, refer to the Commission's annual reports.

Issues, Concerns, Trends and Opportunities

The following were identified as issues, concerns, trends, and opportunities that may affect future ICHRC services, policies, programs or operations:

Community Outreach/Support

- Find more supports, activities or programming for young men specifically young men of color.
- Status and quality of life for undocumented or documented immigrants.
- Access to parks and outdoor /indoor recreational activities.
- Education about human rights and a need for people to speak out against some of the hateful things we are seeing and hearing.

Education

- Establish programming in/out of school, extracurricular activities, trips that will be inclusive for all youth, backgrounds, race, ethnicity, and gender.
- Classes devoted to the real history of ALL youth of color.
- Create 3 events that align with the trimester system used in high schools in ICCSD. Each trimester, there will be an event, activity, program etc. made for all youth of color.
- The financial and geographic disparity within the ICCSD needs to be investigated and discussed for its current effects and future implications.
- Fairness and equity in the school environment.

Housing

- Housing conditions and building code enforcement.
- Evictions: trends and enforcement in small claims court for fairness and compassion. Domestic violence and violence in general.
- Affordable housing.
- Mortgage practices, primarily against Latino applicants (Iowa City has high percentage of denials).

Public Safety

- Information regarding police training and recruitment, for example training on the use of a weapon.
- Iowa City Substation needs to be community friendly. The doors are always closed and are tinted so you never know if they are open or not.
- The grave threats faced by undocumented immigrants.
- Hate crimes.
- Increase in bias incidents.
- Increase in incidents of violence; need to promote ALICE training.
- Disproportionate minority contact and incarceration.
- Equity for criminal defendants.
- Opioid epidemic.
- Access Center development.
- Racial and Ethnic diversity of police force – need to reflect the community.
- Language access, including for persons accused of crimes.

Transportation

- Transportation availability and its relation to financial ability
- Sidewalk accessibility in certain parts of town

Other

- Coping with climate change – equity impact.
- A new set and clear goals and objectives, or a strategic plan, for Commissioners to follow.
- Responsibilities and expectations of the Human Rights Commission in the coming years as our community continues to grow.
- Recruiting more leadership from the immigrant communities.
- Support for Neighborhood Centers.
- Support for organizations who positively impact community.
- Publish a magazine every three month that reflects on human rights.
- Keep addressing the issue of diversity among the community.
- Promote social justice and other values of the Commission.
- Human rights issues that are important for the city but cannot be addressed by the city. Relationship between the city and university on human rights issues.

On-Going Commitments

The following were identified as on-going commitments of the Commission for the upcoming 24 – 36 month period:

- Continue Youth Awards.
- Continue Awards breakfast.
- Building Blocks for Employment Job Fair.
- Mayoral proclamations.
- Continue educational programs.
 - Continue educational programs re affordable/universal/accessibile housing
- Continue outreach efforts.
- Continue Social Justice/Racial Equity Grant Program
- Continue voter registration activities in areas of the city that are under-represented
- Continue support for Community ID program
- Compliance with Chapter 2 of the Municipal Code.

New Priority Projects, Programs, and Initiatives

The following were identified as new priority projects, programs, and initiatives of the Commission for the upcoming 24 - 36 month period (listed in priority order):

1. Affordable housing – work with landlords regarding background and credit checks which can make it very difficult for some to find adequate housing
2. (Tie) Have more speakers of color and other diverse backgrounds to come to Iowa City to talk about current issues

(Tie) Develop youth-oriented education programs and activities

(Tie) Develop and disseminate city and/or county-wide newsletter listing events and programs related to human rights

- 5 (Tie) Year-round event, all of which should take place in Lakeside, Broadway, Pheasant Ridge and all mobile home courts.

(Tie) More Commissioner participation in Commission-sponsored events, programs and outreach.

- o Have everyone participate annually in at least one event, activity etc. put on by the Human Rights Commission.

7. (Tie) Develop plan/program to more effectively collaborate with other city agencies, organizations, non-profits.

(Tie) Involvement with Johnson County/Iowa City Access center development and staffing

Organizational Effectiveness Initiatives

The participants reviewed a variety of ideas relating to improving organizational effectiveness to accomplish the selected goals and priorities. After review and discussion, the Commissioners selected the following steps to improve organizational effectiveness:

- Examine the Commission's Annual Report and the City's Racial Equity Report to determine whether there are trends for which educational programs and outreach programs should be addressed.
- Commissioners should provide more information at Commission meetings regarding their participation in Commission-sponsored events, programs and outreach.
- Designate appropriate items on Commission agendas as "discussion items" which will be reviewed and discussed at the meeting but no action will be taken at that time.
- Invite representatives of various community organizations and/or governmental agencies to provide presentations at Commission meetings regarding relevant items or issues of interest as identified by the Commission or Commissioners.
- Improve Social Justice and Racial Equity Grant Review forms and procedures.
- Conduct bi-annual evaluations of progress made on Commission priorities and other important issues
- Continue opportunities for training/continuing education programs for Commissioners; explore other training opportunities
- Investigate contacting other Human/Civil Rights Commissions to discuss issues of mutual concern

Final Comments

It was a pleasure to once again assist the Iowa City Human Rights Commission with this project.

It is important to note that the prioritization of projects and initiatives is not “cast in stone.” They can be modified as new circumstances may occur.

It is recommended that staff prepare an “action plan” for accomplishing the planning goals. The action plan would define the steps that would be needed to accomplish each goal, identify who is responsible for implementation, and establish a timeline for accomplishment. The action plan should then be presented to the Commission for review and approval. It is also recommended that staff review with the Commission the status of implementing the goals on a quarterly basis.

Jeff Schott
Institute of Public Affairs
The University of Iowa
March 30, 2018

Exhibit A

Iowa City Human Rights Commission
Strategic Planning Session – 2018

**SIGNIFICANT NEW INITIATIVES, PROGRAMS, OR POLICIES
CONSIDERED**

- Having more speakers of color come to our City and talk about current issues.
- Youth version of Human Rights Commission or create a group made specifically for youth in our community.
- Year-round events all of which should take place in the Lakeside, Broadway, Pheasant Ridge, and all trailer home courts.
- Perhaps a citywide "contest" to increase voter participation in city or county elections in non-presidential years.
- City and/or county wide newsletter listing events and programs related to human rights.
- Develop plan/program to more effectively collaborate with other city agencies, services, organizations, and non-profits, etc.
- Affordable housing - working with landlords regarding their background and credit checks, which can make it very difficult for some people to find adequate housing.
- Encourage more immigrant membership on city boards/commissions
- Support soccer competitions with other communities or cities.
- Involvement with Johnson County/Iowa City Access Center Development and Staffing.
- City-sponsored grant writing workshops (e.g. general principles and methods).
- More Commissioner participation in events
- Develop rapid response team to respond to hate crimes
- Develop youth-oriented education programs and activities

CALL FOR NOMINATIONS



Do you know a student who has:
Given back to the community in an impactful way?
Created an initiative that had a local or global impact?
Volunteered their time to help others?



Nominate them for a 2020 Youth Human Rights Award!

**Nominations close on Friday, April 17, 2020.
Late nominations will not be considered.**

**To nominate, go to
www.icgov.org/humanrightsyouthawards**

**Nominations will be considered for work
that has taken place since June 2019.**

Recipients will be honored at the 17th Annual Youth Awards Program at 7 p.m. on Wednesday, May 13, at the Englert Theatre, 221 E. Washington. St. Iowa City Mayor Bruce Teague will deliver brief remarks. Each awardee will be presented with a certificate.

**For more information, contact Equity Director Stefanie Bowers at 319-356-5022,
or email stefanie-bowers@iowa-city.org.**

