

Human Rights Commission

June 16, 2020

Electronic Formal Meeting- 5:30 PM

Zoom Meeting Platform

Electronic Meeting

(Pursuant to Iowa Code section 21.8)

An electronic meeting is being held because a meeting in person is impossible or impractical due to concerns for the health and safety of Commission members, staff and the public presented by COVID-19.

You can participate in the meeting and can comment on an agenda item by going to

https://zoom.us/meeting/register/tJYlfu-tqjstG9e5_fmbI7fZtBJLxCCNMLE

via the internet to visit the Zoom meeting's registration page and submit the required information.

Once approved, you will receive an email message with a link to join the meeting. If you are asked for a meeting ID or webinar ID, enter the ID number found in the email. A meeting password may also be included in the email. Enter the password when prompted.

If you have no computer or smartphone, or a computer without a microphone, you may call in by telephone by dialing (312) 626-6799. When prompted, enter the meeting ID or webinar ID. The ID number for this meeting is: 928 9654 0713.

Once connected, you may dial *9 to "raise your hand," letting the meeting host know you would like to speak. Providing comments in person is not an option.

Agenda:

1. Call Meeting to Order and Roll Call.
2. Approval of the May 19, 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. Social Justice and Racial Equity Grants for FY19 & FY20;

- c. Statement and Response to the Murder of George Floyd;
 - d. Fair Trade Town;
 - e. Harm Reduction Conference (October 26, 2020);
 - f. United Nations Convention Rights of the Child PhotoVoice;
 - g. Juneteenth Proclamation;
 - h. Strategic Planning;
 - i. Awards Breakfast (October 21, 2020).
5. Staff/Commission Announcements. (*Commissioners shall not engage in discussion with one another concerning said announcements*).
 6. Comments of Staff.
 7. 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.



Fair Trade 101

Use this information to educate yourself and others about how Fair Trade works and its impact on communities around the world.

“Fair Trade is a trading partnership, based on dialogue, transparency, and respect, that seeks greater equity in international trade. It contributes to sustainable development by offering better trading conditions to, and securing the rights of, marginalized producers and workers.” – World Fair Trade Organization

Fast Facts

- There are **over 2,000** Fair Trade producer organizations in more than **70 countries** around the world.
- There are **tens of thousands** of Fair Trade products on the market, including coffee, tea, chocolate, flowers, fruits and vegetables, grains, apparel, artisan crafts, and more.
- Fair Trade began with the sale of handicrafts and artisan goods in the **1940s**. The first Fair Trade certification launched in **1988**, with coffee as the first Fair Trade certified product.

How Fair Trade Works

- Economic, social, and environmental **standards** provide sustainable livelihoods, promote safe and healthy working conditions, protect the environment, enable transparency, ensure gender equity, and empower communities.
- **Third-party certifiers** develop and certify against standards, with regular audits to ensure the standards are being met. The primary third-party certifiers in the U.S. are Fair Trade USA, Fairtrade America, and IMO’s Fair for Life label.
- Fair Trade is “market-based” because it relies on the combination of business and **socially-conscious consumers** to support the movement by purchasing Fair Trade products.

What Fair Trade Does

- **Fair prices and credit:** Farmers and workers receive a guaranteed minimum price for their products (or the market price if it’s higher). Depending on the product and quality, there may be other premiums and bonuses, for example if the product is certified organic.
- **Fair labor conditions:** Fair Trade farmers and workers enjoy freedom of association and safe working conditions. Forced child and slave labor are strictly prohibited.
- **Direct trading relationships:** Importers purchase from Fair Trade producer groups as directly as possible to eliminate unnecessary middlemen and empower farmers and workers to develop the business capacity necessary to compete in the global marketplaces.
- **Democratic and transparent organizations:** Fair Trade farmers and workers decide democratically how to invest Fair Trade premiums, which are funds for community development. Fair Trade committees provide opportunities for leadership regardless of gender.
- **Community development:** Fair Trade farmers and workers invest Fair Trade premiums in social and business development projects like scholarships, schools, leadership training, and organic certification.
- **Environmental sustainability:** Harmful agrochemicals and GMOs are strictly prohibited in favor of environmentally sustainable practices that protect workers’ health and preserve valuable ecosystems.

Fair Trade Premium Projects

- COSURCA, a coffee cooperative in Colombia, invested in building a cupping lab to **empower farmers** to understand and improve the quality of their coffee, and ultimately fetch higher prices.
- Farm workers at Wholesum Harvest in Sonora, Mexico, **purchased a school bus** to improve access to the local elementary school.
- Workers at CORA, a Fair Trade sugar producer in Paraguay, **purchased an ambulance** – the only one in the municipality.
- Loans from the Fair Trade premium have enabled workers at the Maud Tea Estate in Assam, India, to start small dairy businesses, **diversifying their income**.



Who We Are

How Fair Trade Campaigns Empowers Individuals and Communities to Make a Difference

Fair Trade Campaigns is a powerful grassroots movement mobilizing thousands of conscious consumers and Fair Trade advocates at schools, on campuses and in communities across the United States. We are part of a global effort to normalize Fair Trade as an institutional practice and consumer preference across 24 countries and on six continents.

How it Works

- The core of our model is empowering Fair Trade advocates to educate their communities and build consumer citizenship.
- Fair Trade Campaigns recognizes towns, colleges, universities, schools and congregations in the US for embedding Fair Trade practices and principles into policy, as well as the social and intellectual foundations of their communities.
- We provide tools, resources and support events to launch and grow local Fair Trade Campaigns in your town, university, school or congregation.
- Awareness and education are key ingredients in making Fair Trade an institutional practice and consumer preference.

Mission

Our mission is to grow a nationwide community of passionate, lifelong Fair Trade advocates. As advocates, their commitment will inspire others to support the Fair Trade movement in its efforts to seek equity in trade and create opportunities for economically and socially marginalized producers. Fair Trade Towns, Colleges, Universities and other communities embed Fair Trade values and purchases into mainstream business and institutional practices.

History

Over 1,500 communities and thousands of schools and congregations on six continents have joined together to alleviate poverty through Fair Trade. Efforts started in 2000 in a town called Garstang (UK). For nearly 14 years the global **Fair Trade Towns** movement has inspired thousands of communities to pave the way for driving impact through institutional and consumer purchasing decisions.

Fair Trade Colleges & Universities also grew out of Fair Trade work in the UK. The movement ensures that Fair Trade products are sold and served at campus-owned and operated outlets.

Fair Trade Campaigns formalized in May 2013. Leaders from Fair Trade Town and Fair Trade College & University campaigns teamed up with organizations like Fair Trade USA, Fair Trade Federation, Catholic Relief Services Fair Trade and Green America to build a mission and strategic plan. The mission and plan unified all of the types of campaigns under one umbrella and expanded our scope to include additional types of institutions such as congregations and schools.

Organizational Structure

Fair Trade Campaigns currently includes **Fair Trade Towns, Fair Trade Colleges & Universities, Fair Trade Schools** and **Fair Trade Congregations**.

Fair Trade Campaigns utilizes an innovative shared governance model referred to as a 'Big Tent' approach, in which National Steering Committees (NSC) of volunteers work with paid staff to determine direction and strategy, as well as execution of campaign objectives. The three staff members are housed at Fair Trade USA, which provides direct staff and programmatic supervision, as well as support for fundraising, office space, equipment, and other resources.

The NSC is made up of a wide range of stakeholders in the Fair Trade movement. This includes organizers from large and small towns and congregations, faculty and students from colleges, universities and schools of varying size and affiliation, as well as NGOs in the Fair Trade movement.

Our Big Tent Approach

The NSC has decision making power with regards to determining which systems and certifications are officially recognized as Fair Trade for the purposes of achieving the goals of the campaigns. As Fair Trade USA is a certifier, it is recognized by all parties that there would be an inherent conflict of interests for Fair Trade USA to participate in those particular decisions. The NSC considers each system and certification against a set of previously agreed upon principles developed by the NSC. If a system or certification meets those principles, it is included in campaign materials and recognized as Fair Trade. Fair Trade Campaigns currently recognizes the following systems and certifications: Fair Trade USA, Fairtrade America, IMO Fair for Life, Fair Trade Federation, and the World Fair Trade Organization.

This 'Big Tent' approach to governance and inclusion of multiple labels and systems is unique globally. It is a model that is growing in interest among other national Fair Trade campaign initiatives and has already inspired several other countries.

Joining the Movement

We currently have over 250 active campaigns across the country, raising awareness and driving institutional purchasing of Fair Trade products.

To earn Fair Trade status, organizers must meet criteria such as:

- Building a core team or steering committee
- Documenting product availability
- Gaining attention from the media
- Sourcing Fair Trade products at events and meetings
- Passing Fair Trade resolutions within local governments

Interested in starting a Fair Trade campaign in your community?

Learn more at fairtradecampaigns.org/organize

Quick Facts

- In 2006 **Media, PA**, became the first Fair Trade Town in the U.S.
- The largest Fair Trade Town in the U.S. is **Chicago, IL**
- In 2008, **University of Wisconsin – Oshkosh** became the first Fair Trade University in the U.S.
- **UCLA** is the largest Fair Trade University in the U.S.
- In 2010, **Emma Willard School** in Troy, NY, became the first Fair Trade School in the U.S.
- In 2014, **Our Lady of Assumption** in Claremont, CA, became the first Fair Trade Congregation in the U.S.
- There are over 250 active campaigns in the U.S.
- Fair Trade Campaigns hosts several promotional programs each year, including Fair Trade Month, World Fair Trade Day, Back to School, and Fair Trade Your Finals

Date:

Signed by Mayor:

CITY OF IOWA CITY,

In the year 2020, resolved by the City Council of the City of Iowa City, as follows:

WHEREAS, Fair Trade certification is an innovative, market-based system that promotes fair labor practices, healthy and safe work environments, and family sustaining wages through the productions of food and other goods; and

WHEREAS, sale of Fair Trade certified goods helps small producers, often in developing countries, gain direct access to international markets in order to increase living standards and economic standards; and

WHEREAS, production of Fair Trade goods is achieved through sustainable and ecologically friendly means, thus contributing to the future of a healthy planet for all; and we all have a responsibility to be aware of the impact that our consumption has on the communities that produce the goods we purchase; and

WHEREAS, we consumers have a voluntary choice to make such purchases of Fair Trade goods; and

WHEREAS, we recognize that supporting our local economy by purchasing locally and ethically produced goods and services is in keeping with the values of Fair Trade; and

WHEREAS Fair Trade practices align with Iowa City's commitment to addressing Climate Change and improving Human Rights locally and globally; and

WHEREAS, the City of Iowa City has the opportunity to lead by example and present a model of **social responsibility** for other towns and cities to follow;

NOW, THEREFORE, BE IT RESOLVED **that when purchasing goods for the City, the City of Iowa City will consider procuring local and Fair Trade products** when those products are available, meet applicable City standards, and comparably priced to the alternative;

and BE IT FURTHER RESOLVED that this City Council encourages the members of our community to do likewise;

and BE IT FURTHER RESOLVED that the City of Iowa City and visitors to the city will gain a greater understanding of what is and what is not Fair Trade, in order to make educated decisions;

and BE IT FURTHER RESOLVED that this City Council supports Iowa City's initiative to become a **Fair Trade Town**.

Or if that seems like a stretch we could use this line instead:

NOW, THEREFORE, BE IT RESOLVED **that the City Council of Iowa City supports the efforts of organizations that work to increase consumer awareness of and commitment to poor farming and artisan communities around the world through Fair Trade;**

Proposal to Designate Iowa City a Fair Trade Town

Background:

Since 2017, the Iowa City Fair Trade Coalition (ICFTC) has been working with local businesses, organizations, and educational and faith-based institutions to increase awareness of Fair Trade, social justice, and ethical purchasing. As a local chapter of Fair Trade Campaigns, USA, The Iowa City Fair Trade Coalition seeks to educate our community on the importance of Fair Trade and ethical purchasing and the intersections between fair trade, sustainability, social and environmental justice, and human rights. Additionally, we seek to work with local institutions, businesses, and purchasers to increase the availability of Fair Trade products and the capacity in which Fair Trade products are procured by local institutions.

In 2019, The Iowa City Fair Trade Coalition worked with University of Iowa Housing and Dining, the Office of Sustainability, University of Iowa Student Government, as well as the Office of the President to designate the University of Iowa as the first Fair Trade University in the Big 10 Network, and only the second Fair Trade institution in the state of Iowa.

What is Fair Trade?

Fair Trade is a trading partnership, based on dialogue, transparency, and respect, that seeks greater equity in international trade. It contributes to sustainable development by offering better trading conditions to, and securing the rights of, marginalized producers and workers.

Fair prices and credit: Farmers and workers receive a guaranteed minimum price for their products (or the market price if it's higher). Depending on the product and quality, there may be other premiums and bonuses, for example if the product is certified organic.

Fair labor conditions: Fair Trade farmers and workers enjoy freedom of association and safe working conditions. Forced child and slave labor are strictly prohibited.

Direct trading relationships: Importers purchase from Fair Trade producer groups as directly as possible to eliminate unnecessary middlemen and empower farmers and workers to develop the business capacity necessary to compete in the global marketplaces.

Democratic and transparent organizations: Fair Trade farmers and workers decide democratically how to invest Fair Trade premiums, which are funds for community development.

Fair Trade committees provide opportunities for leadership regardless of gender.

Community development: Fair Trade farmers and workers invest Fair Trade premiums in social and business development projects like scholarships, schools, leadership training, and organic certification.

Environmental sustainability: Harmful agrochemicals and GMOs are strictly prohibited in favor of environmentally sustainable practices that protect workers' health and preserve valuable ecosystems.

Becoming a Fair Trade Town:

The City of Iowa City has the opportunity to further its commitment to environmental sustainability, social justice, and human rights. Once designated a Fair Trade Town, Iowa City will be recognized by Fair Trade Campaigns, USA as the *First* Fair Trade Town in Iowa, positioning Iowa City as a leader in the state and in the midwest.

After designation, the Iowa City Fair Trade Coalition will work with appropriate staff in the city to procure Fair Trade products when they are available, as dictated in the proposed resolution. Additionally, the ICFTC will hold events to educate the community on international trade, fair trade, and its broader local and global implications while working with local stakeholders to increase the availability of fair trade products in our community.

Correspondence



Social Justice & Racial Equity

First Quarter Update
(January–March 2020)



CITY OF IOWA CITY : SOCIAL JUSTICE & RACIAL EQUITY

Accountability

January—March, Parks and Recreation staff worked extensively alongside students and staff of the pilot Iowa City Community School District ‘Seal of Bi-literacy’ program to plan, implement and translate special event materials in order to **encourage diverse groups to attend Parks and Recreation events, programs and facilities.** How to address common barriers, including language and accessibility, was a common topic of discussion.

January 23—Equity & Human Rights issued **Guidance on Public Assistance Source of Income** protection for area landlords, to assist them in treating tenants who receive public funds fairly.



February—Pronoun pins are now available for City staff members or volunteers who wish to **display their preferred pronouns.** 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.

February 29—Equity & Human Rights staff attended the **LGBTQ Career Expo**, held at Kirkwood Community College. The event was a safe space for college students to meet with representatives from employers and educational institutions committed to providing supportive environments for LGBTQ people.

February 29—Equity & Human Rights provided **financial support for PrideCon**, United Action for Youth’s summit for LGBTQ+ youth and parents. Sadie McDowell, of the Iowa City Fire Department, was a presenter.

March and throughout 2020—Five new City departments will be joining those already using a **racial equity toolkit** to guide their policies and procedures. They are Public Works and Engineering, Transportation, the Center, Communications, and the City Clerk’s Office.



March 4—Equity & Human Rights staff attended the **Inclusive ICR Iowa.** A quarterly coalition of local employers and organizations working together to support and grow diversity and inclusion in the workforce.



Outreach

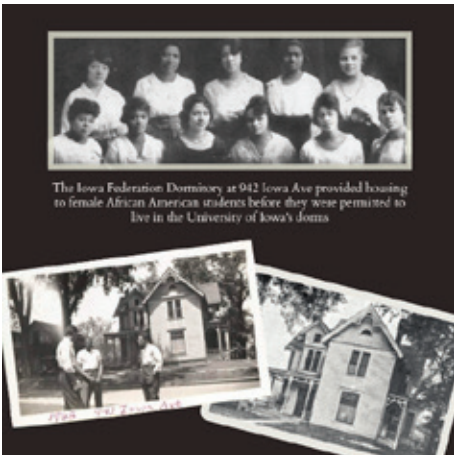


During the week of January 16-22, Parks and Recreation partnered with a number of Iowa City area groups and organizations to provide opportunities to **highlight and celebrate the life and legacy of the Dr. Rev. Martin Luther King Jr.** Parks and Recreation staff spearheaded the collaboration, which consisted of a variety of inclusive, multigenerational events and activities. Attendance reached over 400 and provided entertainment, activities and service projects. Service projects were planned with a focus on serving some of Iowa City’s most vulnerable populations. Transit also provided free bus service to and from the celebration.



February – Parks and Recreation was a host site for the African American mobile museum and displayed information that highlighted **historical moments in African American history**. These displays were used as part of a scavenger hunt for students who participated in Teen Dynamics. Topics from the displays encouraged the students to do more extensive research on individuals of color who have impacted the world of sports, science and inventions.

February 5—In partnership with Johnson County, Equity & Human Rights and the Iowa City Public Library presented **"Preserving Black History in Iowa City: Tate Arms and the Iowa Federation Home."** Jessica Bristow, Historic Preservationist for the City, detailed the rich history of these two buildings, which provided homes for African American students who were admitted to the University of Iowa, but denied the opportunity to reside on campus from 1847 to the 1950’s.



February 6 – The Center, in partnership with Humanities Iowa, presented a program titled **"Beyond Race, Celebrating the Missouri Compromise of 1820 and Iowa's African-American History."** Created by Humanities Iowa Speaker’s Bureau member, Hal Chase, on the 200th anniversary of the Missouri compromise, this program focused on the impact of the Compromise on Iowa’s African American History.

February 7 – The Center presented a program on **Iowa City in the Civil War**. When the call for war came in 1861, Iowans overwhelmingly agreed to serve as soldiers and in other capacities. Two training camps were situated on the outskirts of Iowa City and one regiment was comprised of mostly Johnson County soldiers. Participants learned about what made Iowa unique among all the states, both Union and Confederate, and how its troops served the Union cause.



Outreach

MORE THAN *just* A GAME



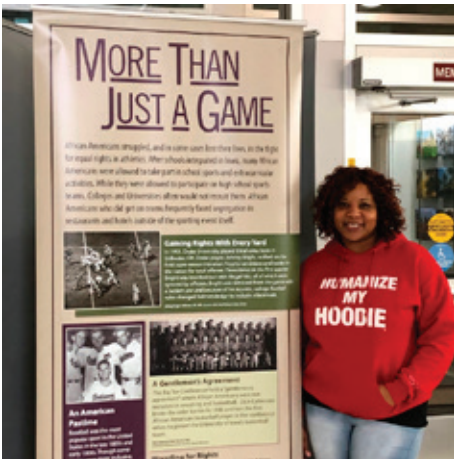
February 11
12:00–1:30PM

Meeting Room A, Iowa City Public Library

February 11 – In partnership with the African-American Museum of Iowa and Johnson County, Equity and Human Rights and the Iowa City Public Library presented **"More than Just a Game,"** tracing the history of African American athletes' struggle to be treated fairly both on and off the field.

February 18 – In partnership with Johnson County, Equity & Human Rights and the Iowa City Public Library presented a showing of **"Still Rising"** a documentary by City Channel 4's Jack Brooks. The documentary celebrates 10 years of the Iowa City Civil Rights Tour started by Henri Harper. The presentation was followed by a discussion led by Johnson County Supervisor Royceann Porter and former Council member Rockne Cole.

February 20 – Retired UI Theatre Professor Tisch Jones gave a talk at The Center tracing her **personal journey as a Black girl coming to Iowa City in 1964**, the year of the passing of the Civil Rights Act. Her presentation was based on a chapter from her memoir in progress, titled *I'm No Accident*. In the national struggle for civil rights, Tisch was arrested seven times, and this experience helped shape her commitment to theatre as a venue for social justice.



February 21 – The Center presented a program titled, **"A Tale of Despair in Africa, 1885-1960 and Beyond."** In the late 19th century, there was a "Scramble for Africa," in which European nations divided various regions of Africa for occupation and exploitation. This presentation explored the history of the Congo and its colonization by Belgium, telling a tale of great woe and pillage that has ramifications to this day.



February 21 – Parks and Recreation hosted the **Black History Trivia Night.** Participants were challenged in a variety of categories in a trivia game that highlighted the many contributions of African American men and women. Participants reported that they were unaware of many of the featured contributions. Staff plan to continue hosting trivia nights to highlight other cultures and areas of interest in the future.

February 28 – Tom Schulein presented **"The Underground Railroad in Iowa and Iowa City"** at the Center. Escaping from slavery to freedom in the movement known as the "Underground Railroad," many brave individuals found their way across Iowa. Mr. Schulein told the story of both the oppressed and their helpers, and explored Iowa's role in this effort, with information specific to Iowa City included.



Outreach

February – The Center displayed the traveling exhibit **“Products of a Creative Mind,”** courtesy of the African American Museum of Iowa, in its lobby for the month of February. The exhibit educated viewers on African American inventors and innovators who have impacted the ways we eat, move, live, and stay healthy.

Feb-March – Parks and Recreation sponsored 70 children from Grant Wood Neighborhood Centers of Johnson County (50) and Fifth Ward Saints (20) for **5 weeks of American Red Cross swim lessons.** Grant Wood children participated in lessons 3 days per week and Fifth Ward Saints children participated in lessons once per week. Scholarship funds were used to cover the cost of staffing and incidentals such as suits and towels for students that needed them. A donation from the John Geerdes Memorial Fund covered \$3,000 in transportation costs for Grant Wood to participate at the Robert A. Lee Recreation Center. Fifth Ward Saints was able to provide their own transportation. Parks and Recreation was scheduled to repeat this lesson and transportation arrangement for a second five-week session at the end of March but had to postpone due to facility closures due to the COVID-19 pandemic.



March 1—Equity & Human Rights provided **“Know Your Rights” brochures** to the University of Iowa Pride Alliance Center, to serve as resource materials for students.

March 5—Equity & Human Rights and Parks and Recreation, together with Iowa Rehabilitation Services and Iowa Works, hosted a **Youth Job Fair**, at which employers offered opportunities specifically for job seekers between the ages of 16 and 21.



February –April – The Center, in partnership with AARP, offered its annual **free tax-preparation program**, targeting low- to moderate-income and older adult taxpayers.



CITY OF IOWA CITY : SOCIAL JUSTICE & RACIAL EQUITY

Justice

February 18 – The City Council approved **seven applications for funding** through the Social Justice and Racial Equity Grants, which provide financial assistance to local organizations for building capacity to address social justice and racial equity concerns in the Iowa City area.

March 3 – The Center, in partnership with Humanities Iowa, hosted a talk by Drake University Political Science Professor Debra L. DeLaet, titled **"Human Rights in the Everyday."** Professor DeLaet discussed how human rights, and the fight to bring the same rights to everyone in the world, is something we all engage with every day. The talk sought to broaden the vision of what constitutes human rights and social justice.



February - For Black History Month in Iowa City, Transit saved a seat on each of its 27 buses **in honor of Mrs. Parks**, who was born on Tuesday, Feb. 4, 1913. Other cities that have done similar transit-related initiatives include Dallas, Milwaukee, and Lexington, Kentucky.



CITY OF IOWA CITY : SOCIAL JUSTICE & RACIAL EQUITY

Conversations

February 8 – Parks and Recreation held a **Youth Summit**, which provided opportunities for students to share their thoughts on the current climate of our world. Participants discussed ways to improve upon current conditions and were provided opportunities to discuss injustices, policies, and practices that may be beneficial to some, but burdensome to others.



February—Black community leaders were asked to reflect on what **Black History Month** means to them. Their comments were published on the Equity and Human Rights Instagram page @ ichumanrights to remind all that Black history is not just a month, but all year long.



ADULT SERVICES

- Teen Center display—**Celebrating Black History Month**
- Three events with the City of Iowa City Equity and Human Rights Department:
 - **More Than Just A Game**—African American Athletes in Iowa
 - **Still Rising:** Celebrating 10 Years of the Iowa City Civil Rights Trip
 - **Preserving Black History in Iowa City:** Tate Arms and the Iowa Federation Home
- Black History month **Film Screening** of the film Toni Morrison, *The Pieces I Am*
- January display about **Martin Luther King, Jr.**
- February display about **Black History Month**

CHILDREN'S SERVICES DEPARTMENT

- **Black History Month** Display
- **Outreach storytimes** at public school sites and Head Start sites with high population of free/reduced lunch qualifying students
- **Special Access Browsing** (Winter Fun)
- **Storytime:** Snowy Day
- Black History **Family Storytime**
- Black History **Short Film Fest**
- **More than Just a Game** (African American Athlete Program)
- **Women's History Month** Display
- Family Night: **Champagne Irish Dance Performance**

COMMUNITY & ACCESS SERVICES

- **Fairweather Lodge book group** met and decided on a book to read for a meeting the end of February. The Book Group gives an opportunity for FWL residents to find some escapism in their routine as they try and navigate society with new perspective and promotes the joy of reading
- **Urban Conservation display** helped educate the community on responsible building practices as well as the importance of proper drainage and integrity of "clean" runoff
- **World religion day display** and list helped introduce people to different spiritual traditions or deepen their own practice
- **Tales & Travels** visited Bickford and Oaknoll Health Ctr talking about New Year's traditions
- **Tech Help at Legacy** educated residents on how to solve various technology related gripes in their lives
- Delivered ICPL information to **local international grocers**
- Picked up and set up **"Behind the Beat" Pop-Up Exhibit for Black History Month** from the African American Museum of Iowa which informed and displayed the importance of African American influence on music. A nearby book display featured books written by African Americans.
- **A-5 Project** (Awesome, Autism, Art, Awareness, Acceptance) displayed art from the neuroatypical community
- **Women's History Month** exhibited five different displays: fiction by women authors; women musicians; strong female characters on film; nonfiction works by women; a display commemorating the life of Katherine Jackson, a NASA mathematician, an African American woman who made huge contributions to the field of astrophysics and space travel.

BOOKMOBILE

- The Bookmobile visited **Atrium Village Retirement Living Facility** to connect with community members who experience mobility limitations. During the Spring 2020 schedule period, the ICPL Bookmobile will visit this location monthly.
- The Bookmobile continued regularly scheduled stops at **Grant Wood Elementary, Alexander Elementary, Breckenridge Estates, and Mark Twain Elementary** to serve children from diverse backgrounds.
- Pre-School storytime and Bookmobile targeted visit to **Pheasant Ridge Pre-School** continued.
- The Bookmobile began weekly stops at St. Andrew's Presbyterian Church to provide services for children participating in **Fifth Ward Saints North After School Program**, which serves at risk youth in our community.



CITY OF IOWA CITY : SOCIAL JUSTICE & RACIAL EQUITY

Iowa City Police

COMMUNITY OUTREACH

Documentation of participation in any event, attended or presented, by a Department member to a community member or organization.

34 officers and COA attended 104 events in the first quarter of 2020 for a total of 110.5 hours of involvement. Events included school visits, attending festivities on MLK Day, reading at the library with K9 Luke, Diversity Networking Night at UI, pizza lunches with Officer Neeld and K9 Luke, International Women’s Day, Book Madness, Coffee with a Cop, and Citizens Police Academy. More events are highlighted on our Facebook, Twitter and Newsletter ICPD Newsfeed!

COMMUNITY PRESENTATIONS

Documentation of any participation in a community presentation by a Department member.

10 officers and COA participated in 35 community presentations in the first quarter of 2020, totaling 57 hours of involvement. Presentations included the following topics/groups:

- De-escalation
- Crisis Intervention
- Refugee and Migration Issues in the Indo-Pacific with CIVIC
- Police Careers – University of Iowa Center for Diversity & Enrichment
- ALICE – various locations
- Human Trafficking
- K-9 Presentations
- Dignitary Protection to Council for International Visitors to Iowa City
- Family Violence
- Culture Competence and Mental Health
- Underaged Drinking
- How to Identify Fraud – Senior Center
- Law Enforcement Career and Duties to 5th Ward Saints



Officers had the opportunity to serve food and mingle at the **Soul Food dinner** at the Robert A Lee. Rec Center back in January.



Officer Neeld and COA Torres introduced themselves to community members at the **Sudanese Community Center** in hopes to partner on future events.



Officer Jay got to read a story and lead a poem at **Reading on the Rug**, a program the UI Museum of Natural History puts on once a month. We were their first guests of the decade!



Officer Neeld and Officer Nicholson from Coralville PD brought **Coffee with a Cop** to the residents of Bickford Cottage.



Iowa City Police

CULTURAL COMPETENCY TRAINING

Documentation of any training received by a Department member involving cultural competency. Cultural competency training refers to training directed at the ability to interact effectively with people of different cultures, ethnicity and socio-economic backgrounds.

- 5 Officers/COA attended **Unconscious Bias Training**
- 2 officer/COA attended a screening on **Cracking the Code in Social Justice**
- All members of the ICPD completed an **online legal and law update** on Substance Use and Behavior
- Officers Schmerbach and Neeld participated in a circle group discussion about **police interactions and relationships** with West High School Students

PUBLIC EDUCATION EFFORTS ON RIGHTS

Documentation of any participation at an event, attended or presented by a Department member, to a community member or organization where the focus is education on an individual's rights.

There was no activity this quarter

COMMUNITY PARTNERSHIPS

Documentation of any partnership between the Department and another community organization.

The Department worked with community partners that led to attendance at 28 events by 8 officers and COA who spent 49.5 hours engaging with community members. Below are some highlights and noteworthy outcomes from those partnerships.

- Downtown Liaison Officer Fowler is a member of the Local Homeless Coordinating Board which celebrated the **opening of Cross Park Place** that provides housing to the chronically homeless.
- DLO Fowler is also on the Winter Extreme Temperature (WET) Shelter sub-committee. This shelter provides an option for the homeless who are intoxicated or otherwise ineligible to receive housing at Shelter House during the winter months. **The WET shelter opened in December and closed in March.**
- COA Torres continues to work with the **Friendship Community Project** in assisting with class activities while answering questions they may have about local law enforcement.



Officer Neeld got an aerial view of the crowd before they head out to lead the **MLK march** kicking off the activities for MLK Day.



Sgt. Stevens, Victim Services Coordinator Ann Thompson and COA Torres attended the **UI's Social Work Practicum Fair** to search for our new VSC. Whoever we choose next will have some big shoes to fill!



Captain Brotherton and COA Torres attended the Refugee and Immigrant Association's first **International Women's Day** event. We ate delicious food and made a small friend pictured in the gray hat.



CITY OF IOWA CITY : SOCIAL JUSTICE & RACIAL EQUITY

Iowa City Police

- The ICPD continues to collaborate with the Iowa City Bike Library to **repurpose abandoned bicycles impounded by the Department.** Instead of being auctioned or recycled as scrap metal, the Iowa City Bike Library refurbishes some of the bicycles which are then lent out through their organization. The remaining bicycles are collected by Working Bikes. Working Bikes is a non-profit that rescues discarded bicycles and gives them new life by redistributing them in global communities. **120 bikes went to these two organizations.** The Downtown Liaison worked with staff and the City Manager to amend City Code and worked towards repurposing unclaimed bicycles by turning them over with disadvantaged youth and adults. During the 1st quarter, a total of 3 abandoned bicycles were turned over to the homeless.
- The Nighttime Downtown Liaison Officer, Andy Farrell, continues to work with the **Partnership on Alcohol Safety group** to increase education efforts and outreach.
- Community Outreach Officer Neeld continued to provide ICPD presence in planning the **Citizens Police Academy.** A program that has members from Ulowa PD, Coralville PD, North Liberty PD and the Johnson County Sheriff's Office. The program had 34 participants this year that learned the ins and outs of what our local law enforcement officers do every day.
- Additional activities, meetings and events took place within the following **community partnerships:** NAACP, FBI, US Attorney's Office, Johnson County Attorney's Office, Johnson County Disproportionate Minority Contact Committee, City Manager's Diversity Roundtable, Iowa City Downtown District, Iowa City Community School District, University of Iowa Off Campus Advisory Board, Special Olympics of Iowa, Safety Village, Elder Abuse Task Force, Johnson County Human Trafficking Coalition, United Way Social Services Work Group, 4 Oakes Youth Shelter, Johnson County Drug Task Force, Sexual Assault Investigation Team, The Dream Center, Broadway Neighborhood Center, Domestic Violence Intervention Program, Johnson County Suicide Prevention, United Way Social Services Work Group, Prevent Child Abuse-Johnson County and Emergency Services Camp for youth.

The Department continues to provide extra patrol at citizen's requests and foot patrols where criminal activity or safety concerns have been identified.

These patrols have resulted in over **1,000 documented citizen contacts.**

The Evening Watch conducted **187 documented foot and extra patrols**, the Day Watch conducted **106 extra patrols**, and the Late Night Watch conducted **38 foot patrols** in the Downtown, including making multiple bar checks resulting in contact with hundreds of people in the Downtown district. The ICPD Community Outreach Officer spent 2 hours on foot and extra patrols.

The Daytime Downtown Liaison Officer was on bike/foot patrol during 57 days of this quarter, totaling **230 hours and conducting 133 business checks.**

The Nighttime Downtown Liaison Officer conducted **57 foot patrols and 25 business checks** during the 1st quarter of 2020.



UIPD invited us to present to CIVIV on how we handle the **protection of dignitaries and political figures** when they come into town.



Our **Citizens Police Academy** had 34 participants this year. The jointly organized program teaches community members the ins and out of law enforcement. Here they're learning how to dust for fingerprints.



Officer Faulkcon gave a K9 presentation to a **pre-law UI rhetoric class.** K9 Rakker taught them some cool stuff they can't learn from a textbook.



CITY OF IOWA CITY : SOCIAL JUSTICE & RACIAL EQUITY

Training

February 6 and March 12 – Staff of Equity & Human Rights presented **"Iowa's Civil Rights History"** to a University of Iowa Introduction to Human Rights Course and Introduction to Legal Careers respectively. The office offers Know Your Rights, Fair Housing, and Civil Rights History presentations to the community as part of its educational outreach. To request a presentation email humanrights@iowa-city.org or call 319-356-5022.

February 25 – Staff of Equity & Human Rights, Human Resources, Parks and Recreation, Communications, Neighborhood and Development Services, City Manager's Office participated in **"Overcoming Unconscious Bias and Creating a Fearless Organization"** sponsored by Johnson County. How do you overcome unconscious bias at your organization? Here are three tips 1. Frame Your Bias (own-it!) 2. Challenge Your Bias (see if it is true) 3. Set It Aside (look through a new frame). Success comes in CANS not CANNOTS!

February 26 – Shanté Weston, Civil Rights Specialist from the City of Dubuque, spent a day with Equity and Human Rights. Ms. Weston, a former Federal investigator, was particularly interested in **how parties to a discrimination complaint required different interviewing techniques** than those involved in security-clearance background checks.

February 27- Staff of Equity & Human Rights participated in the **Human Rights Campaign webinar** on Municipality as an employer.

March 26 – Staff of Equity & Human Rights participated in the **Human Rights Campaign** webinar on Municipal Services.



January 15 – Equity and Human Rights participated in **"Race: The Power of an Illusion"** in a learning exchange that brought together professionals, volunteers, and community members to have conversations about the intersections of race, equity and child welfare. The purpose was to build capacity to reduce disproportionality and disparity by providing participants with a safe environment in which to explore and challenge their own beliefs and attitudes about race, to practice better ways of talking to one another about sensitive topics, and to begin to have courageous conversations with one another about how the notion of race affects our attitudes, beliefs and behaviors. The event was sponsored by the City of North Liberty.

Late Handouts: Correspondence



Fair Trade Campaigns National Conference Racial Justice Sessions Sharing Guide

Fair Trade Campaigns stands against all systems of oppression, fights for human dignity for all, and will continue to support the Black Lives Matter movement by being more actively anti-racist and providing tools, information and resources for our campaigns engage in anti-racism solidarity work as well. At our past National Conferences, we have been joined by incredible leaders and changemakers for racial justice who spoke about the intersections between Fair Trade and racial justice.

This is a guide to facilitate sharing their insights with your network to help us all learn, reflect, and grow.

Marcia Chatelain – 2018 National Conference

Scholar and speaker on race and ethnicity in America, professor at Georgetown University

<https://bit.ly/FTConfMarciaChatlain>

Graphics:

<p>“Cooperative economics as a tool for civil rights are untapped resources for us to sustain our movements.”</p> <p>-Marcia Chatelain Fair Trade Conference 2018</p>	<p>“African American landowners lost their land from adverse possession; people who left in fear of racial terror. How can we build solidarity on issues of past slavery and current global slavery?”</p> <p>-Marcia Chatelain, Fair Trade National Conference 2018</p>
<p>“The totality of segregation are all the little things people are left out of.”</p> <p>-Marcia Chatelain, Fair Trade National Conference 2018</p>	<p>“The struggle of African Americans provides us the opportunity to examine: what does it mean to be a person, but not treated as a citizen? What does it mean to be a part of the production process, but not have access regularly to the products?”</p> <p>-Marcia Chatelain, Fair Trade National Conference 2018</p>

Quotes:

“The totality of segregation are all the little things people are left out of.”

“The only prerequisite for leadership is a desire to serve.”

“African American landowners lost their land from adverse possession; people who left in fear of racial terror. How can we build solidarity on issues of past slavery and current global slavery?”

“The struggle of African Americans provides us the opportunity to examine: what does it mean to be a person, but not treated as a citizen? What does it mean to be a part of the production process, but not have access regularly to the products?”

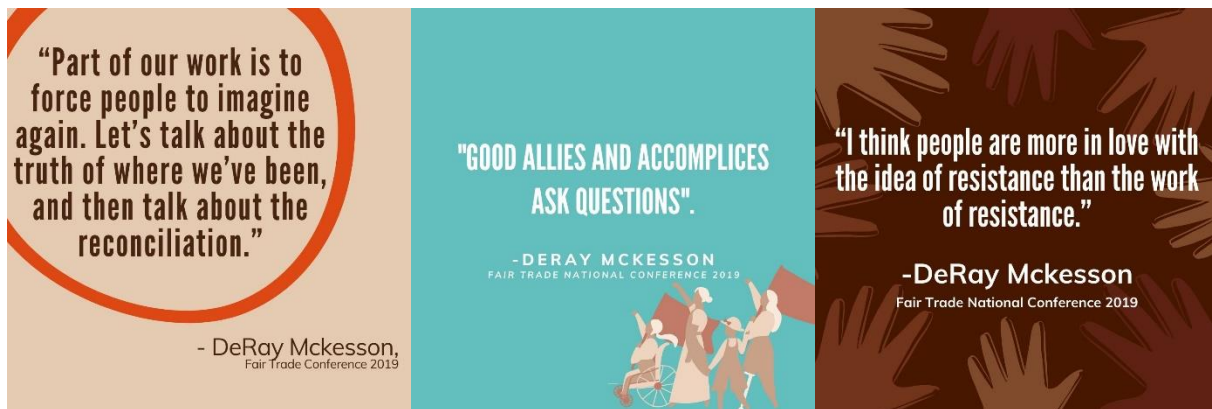
“Cooperative economics as a tool for civil rights are untapped resources for us to sustain our movements.”

DeRay Mckesson – 2019 National Conference

Civil Rights Activist | Host, Pod Save the People | Co-Founder, JoinCampaignZero.org

<https://bit.ly/FTConfDeRayMcKesson>

Graphics:



Quotes:

“I think people are more in love with the idea of resistance than the work of resistance.”

"Good allies and accomplices ask questions."

“Part of our work is to force people to imagine again. Let's talk about the truth of where we've been, and then talk about the reconciliation.”

Funmilola Fagbamila – 2020 National Conference

*Playwright, scholar, performance artist, professor of Pan African Studies at California State University,
Co-Founder of Black Lives Matter*

<https://bit.ly/FTConfFunmilola>

Graphics:



Quotes:

"We loudly and urgently declared that we were not going to be silent about this injustice."

"We can never get to the point when we normalize inequality, because then we have accommodated our human rights being stripped from us and broken."

"There are people who are invested in misunderstanding because they don't want to have to change. Put the impetus on them to explain their position."

"This need not be a moment, but a movement."

"The intention was never for use to do well; self-care is an act of political warfare."

"If we are to normalize activism. What we do is we make it so that we no longer applaud loudly for the working activist. When we all take on the call to do whatever it is that we can offer, to leave the world healthier than we found it. The world becomes lighter, rather than a few activists taking on the burden."

Chad Nico-Hiu and Manpreet Kalra – 2020 National Conference

Chad is the Senior Director, Diversity & Inclusion at YMCA of the USA | Manpreet is a digital marketing expert, activist and Founder of Art of Citizenry

<https://bit.ly/FTConfDEIWorkshop>

Graphics:



Quotes:

"We don't need to be perfect, but we do need to be aware of all the spaces where we have room to learn." - Chad Nico-Hiu

"Diversity cannot just be through the producers and artisans that you work with, it must be in every aspect of your business." - Manpreet Kalra

"In Fair Trade, we are not empowering people, we are providing opportunities for people to empower themselves" - Manpreet Kalra

www.conference.fairtradecampaigns.org

www.fairtradecampaigns.org

<https://www.youtube.com/user/fairtradetowns/>

Draft Minutes
Human Rights Commission
Electronic Formal Meeting
Zoom Meeting Platform
May 19, 2020

Members Present: Ashley Lindley, Jessica Andino, Cathy McGinnis, Zachary Rochester, Mark Pries, Adil Adams.

Members Not Present: Noemi Ford, Jason Glass, Bijou Maliabo.

Staff Present: Stefanie Bowers, Kevin Crawley.

Community Members Present: Andrew Coghill-Behrends, Michelle Heinz, Sarah Martinez, Michael Goodman.

Electronic Meeting (Pursuant to Iowa Code section 21.8)

An electronic meeting was held because a meeting in person was impossible or impractical due to concerns for the health and safety of council members, staff and the public presented by COVID-19.

Recommendation to Council: No.

Call to Order: The meeting was called to order at 5:34 PM.

Approval of the April 21, 2020 minutes: Rochester moved, and the motion was seconded by Pries. Motion carried 6-0.

Committees & Strategic Planning: This item will be placed on the June agenda for Commissioners to discuss in more detail. At this time, the plan is to hold one or more work sessions in the month of July to create a 3-year strategic plan for the Human Rights Commission.

Social Justice and Racial Equity Grant Recipients for FY19: Inside Out Reentry, Access 2 Independence, Neighborhood Centers of Johnson County (NCJC), and the Refugee Immigrant Association (RIA), all requested modifications of their grants for FY19. The grant period runs through June 2020. Requests were granted. Funding will be redirected to purchase personal protective equipment for persons returning to the community, create video vignettes of persons in the South District celebrating an artistic challenge, video vignettes of persons with disability and how they are coping through the COVID-19 pandemic, and to support a newspaper geared at immigrant and refugee communities updating them on the COVID-19 pandemic. Votes are as follows: Inside Out Reentry; Pries moved, and Lindley seconded, the motion passed 6-0; Access 2 Independence, Pries moved, and Andino seconded, the motion passed 6-0; Refugee Immigrant Association; Lindley moved, and Rochester seconded, the motion passed 6-0.

Rights of the Child: NCJC will reach out to staff that work with youth for a possible collaboration on this project with the Commission. The Commission subcommittee on this initiative would like to see area youth express artistically (photo, drawing, painting, etc.) how COVID-19 has showcased the need for health equity to eliminate racial disparities within the medical field.

Fair Trade: Commissioner Rochester approached other Commissioners on making a recommendation to the City Council to make the City of Iowa City a Fair Trade municipality through a resolution. Fair Trade would require the City to purchase Fair Trade certified products, for example any coffee or tea supplies, when purchasing goods for City use. Fair Trade interacts with other initiatives currently underway by the City including the Climate Action Plan. It also would allow for the Commission to do planned programming around Fair Trade. The University of Iowa recently became the first Big Ten to become a Fair Trade University. Rochester will supply additional information on Fair Trade including a draft resolution to other Commission members for their consideration at the June meeting date.

Human Rights Commission: Commissioners discussed alternative formats to host the Breakfast this year. It is scheduled for October 21, 2020. One suggestion is to make a donation to local food pantries to prepare a breakfast for community members who are food insecure. The Breakfast could be held electronically with the keynote delivered by an executive director of one of the local pantries. Commissioners will continue to discuss options at the June meeting date. Nominations will be advertised starting in August.

Proclamations: Maliabo will accept the Juneteenth proclamation on behalf of the Commission at the City Council meeting of June 2, 2020. Lindley accepted the Asian & Pacific Islander American Heritage Month at the May 5, 2020 City Council meeting.

Comments of Commissioners:

Lindley noted that May 17 was International Day Against Homophobia, Transphobia and Biphobia.

McGinnis reminded Commissioners that the Mobile Crisis Outreach Program is still available for community members to utilize. It is offered through the Community Crisis Center.

Pries mentioned the recent Zoom bombings that have occurred during religious worship ceremonies and also with other Human Rights Commissions in the state of Iowa.

Rochester spoke on the emotional toll the pandemic has taken on so many people across the country and world.

Adams mentioned that Ramadan will end on May 23, 2020, marking the end to the 30 day of fasting for Muslims around the world.

Comments of Staff: Staff mentioned that the City will be placing up Pride flags in the

downtown area and also on William and Wade Street to celebrate the 50th Anniversary of Iowa City Pride.

Adjournment: Motion to adjourn at 6:54 PM.

Member Attendance Sheet

Member	Term	1/7	1/21	2/18	3/17	4/21	5/19	6/16	7/21	8/18	9/15	10/20
Maliabo	1/2021	Present	Present	Present	Excused	Present	Excused					
McGinnis	1/2021	Present	Present	Present	Excused	Present	Present					
Rochester	1/2021	Present	Present	Excused	Excused	Present	Present					
Adams	1/2022	Excused	Present	Excused	Excused	Present	Present					
Andino	1/2022	Present	Present	Present	Excused	Present	Present					
Ford	1/2022	Present	Present	Excused	Excused	Present	Excused					
Lindley	1/2023	Present	Excused	Present	Excused	Present	Present					
Glass	1/2023	Present	Present	Present	Excused	Present	Excused					
Pries	1/2023	Present	Present	Excused	Excused	Present	Present					

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City of **IOWA CITY**

FOR IMMEDIATE RELEASE

Date: 06/15/2020

Contact: [Jennifer Beall](#), African American Museum of Iowa

AAMI announces weeklong Juneteenth Virtual Celebration



The African American Museum of Iowa is excited to bring a weeklong celebration to communities across Iowa and beyond with a virtual celebration starting Monday, June 15, 2020.

[Visit the museum's website](#) or [their Facebook page](#) to participate in these virtual events.

The museum's largest free event, this annual program promotes black achievement, with a platform for learning more about black history. This year's celebration has particular significance as the world witnessed the most recent murder of yet another black person, George Floyd, and the ensuing national and global protest that continues today.

"So, the Museum won't just be celebrating, but launching renewed efforts in the fight toward real justice and equality, armed with allies and voices that need to be heard," said Museum executive

director, LaNisha Cassell.

Juneteenth is an annual, nation-wide celebration of the freeing of enslaved African Americans in the U.S. on June 19, 1865, when news of the Emancipation Proclamation at last reached Confederate Galveston, Texas, two years after the 1863 issuance.

The AAMI's event is sponsored by Alliant Energy, Collins Community Credit Union and in partnership with the Cedar Rapids and Marion Civil Rights Commissions, the City of Iowa City Office of Equity and Human Rights, and Johnson County Government.

In addition to sponsor and partner video remarks, the week will be filled with a lineup featuring dance, spoken word, rap, step, and singing performances. There will be an art demonstration, "how to" videos, a conversation on health, an art exhibit with Artisan Sanctuary and so much more.

A special highlight will be a recitation by world-renowned opera singer and Iowa native, Dr. Simon Estes. He will recite a portion of "The Other America," a well cited speech delivered by Dr. Martin Luther King, Jr. in 1968.

There will also be a featured racial reconciliation prayer from Cedar Rapids' new Wellington Heights Community Church.

If you are seeking opportunities to support the Museum through some new and community-based initiatives, [check out The Black Pin Project](#), and [the 100% Over Racism effort](#). Contributions can also be made [directly at the museum's website](#).

The African American Museum of Iowa is a statewide institution dedicated to preserving, exhibiting, and teaching Iowa's African American history. As Iowa's leading educational resource on the topic, we educate more than 30,000 people each year through tours, traveling exhibits, research services, youth and adult education programs, and community and fundraising events.

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FOR IMMEDIATE RELEASE

Date: 06/15/2020

Contact: Tony Sivanthaphanith, Iowa City Pride President

Phone: 563-299-8652

50th Annual Iowa City Pride Festival



Iowa City Pride will celebrate its 50th Annual Iowa City Pride Festival, Iowa's longest-running LGBTQ Pride celebration, with a variety of different virtual events with in person events canceled due to the COVID-19 pandemic. This year's theme is "Our Pride We Will Maintain".

All of the below videos will be posted on [Iowa City Pride's Facebook](#).

- 7 p.m. Wednesday, June 17 - **Queer BIPOC Transgender Discussion - Where Do We Go From Here?**
- 7 p.m. Thursday, June 18 - **Dance Your Call-to-Action Off.**
- 11 a.m. Sunday, June 20 - **Virtual Parade.**
- 7 p.m. Thursday, June 25 - **Your Word is Your Truth, Pride Solidarity.**

- Various times Saturday, June 27th - **Broadcasting global Pride events via Facebook and Youtube.**

Iowa City Pride has created yard signs to go with the virtual parade. Orders may be placed [online](#). Each yard sign is \$20. All proceeds from sales will support community endeavors. Other 50th Anniversary merchandise is available on Iowa City's Pride [online store](#). A list of all events can be found [on Iowa City Pride's Facebook page](#).