



Social Justice & Racial Equity

Second Quarter Update
(April–June 2020)



CITY OF IOWA CITY : SOCIAL JUSTICE & RACIAL EQUITY

Accountability

The **Communications Division** is building photo/video resources to coordinate with others and help to commemorate the Black Lives Matter Movement in Iowa City for future years.



The Communications Division created a **Community Connections program for the Mayor**, available on social media and online for discussions throughout COVID; inviting diverse representation to participate in the show and provide information. This platform has also been used to facilitate Black Lives Matters discussions. Visit www.icgov.org/BLM for more details.

Iowa City Police Department Captain (now Interim Chief) Brotherton and Community Outreach Assistant

Daisy Torres participated in **virtual meetings with the Johnson County Disproportionate Minority Contact Committee and Community Partnership for Protecting Children/Prevent Child Abuse.**

Iowa City Police Department Sergeant Scott Stevens participated in **virtual meetings with The Johnson County Human Trafficking Coalition** and the Domestic Abuse Investigation Team.

The Library conducted a **diversity audit of the young adult collection.** A diversity audit assesses Library collections through a diverse lens to assess gaps in collections and service areas. Once the collection is audited, Library staff will create a plan to better diversify the collection and address gap areas. Other collections in the Library will be assessed in the future, using knowledge gained from auditing the young adult collection.

Staff of Equity and Human Rights participated in **"Building Racial Equity: Foundations,"** sponsored by the Government Alliance on Racial Equity.

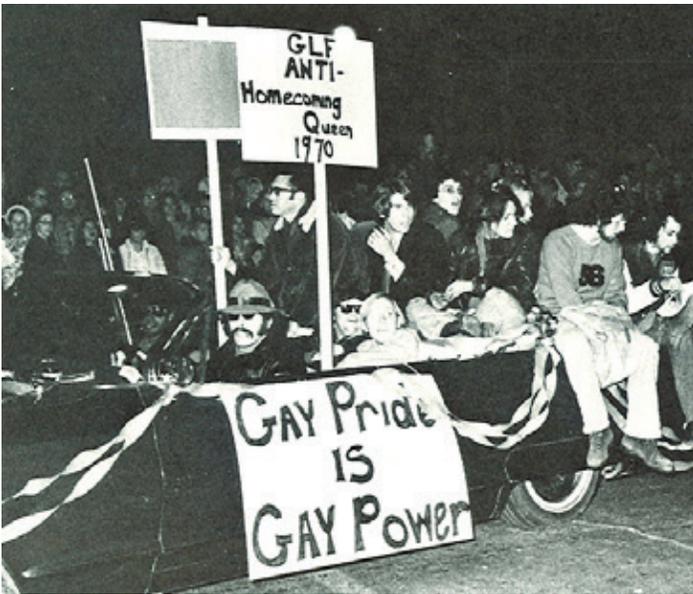
Equity and Human Rights staff renewed membership in the **Government Alliance on Race and Equity.**

Equity and Human Rights staff participated in the **League of Human Rights Agencies** of Iowa monthly meetings.



Outreach

The Police Department continued to provide **extra patrol at residents requests and foot patrols** where criminal activity, safety concerns, or outreach opportunities have been identified. The pandemic continued to affect the community interactions during these patrols, but as officers were able to do so safely and within social distancing, these patrols continued. The Evening Watch conducted 95 documented foot and extra patrols, the Day Watch conducted 95 extra patrols, and the Late-Night Watch conducted 121 foot and extra patrols.



This photo of the Gay Liberation Front entry in the 1970 Homecoming parade was featured in the 1971 Hawkeye yearbook. Image courtesy of the University of Iowa Yearbooks Collection, Department of Special Collections and University Archives, UI Libraries.

The Center presented **Making Queer History: LGBTQ Life in Iowa City**, detailing the unique history of LGBTQ people in Iowa City, and describing resources in the University's Main Library that document the LGBTQ community's history.

Communications created a **COVID resource page** (www.icgov.org/coronavirus) on the City website, which features materials in multiple languages, and aired related video in multiple languages.

Communications recorded and shared **Speak Up; Speak Out** events for the Mayor and other local leaders.

In recognition of Fair Housing Month and to expand outreach on how to file a complaint of discrimination, the Office of Equity and Human Rights included a **Know Your**

Rights: Fair Housing brochure in May Utility Bills.

In recognition of Fair Housing Month and to expand outreach on how to file a complaint of discrimination, the Office of Equity and Human Rights ran a **Know Your Rights: Fair Housing Ad** in the Village Voice.

Equity and Human Rights staff renewed ad in print and online versions of the Daily Iowan for the summer on **Know Your Rights: How to File a Complaint of Discrimination**.

Equity and Human Rights staff issued **"Guidance on Fair Housing and COVID-19"** to area landlords and property managers.

The Office of Equity and Human Rights ran an **Outreach and Education ad** in the Go Guide from April through June 2020, and created a BLM staff resource web page on the internal website for education information and training opportunities regarding the Black Lives Matter movement and equity.



Outreach

Neighborhood Response Officer Adam Schmerbach of Iowa City Police Department participated in the **West High Senior Parade** to congratulate the graduation class of 2020.

Three of the Iowa City Police Department Evening Watch officers participated in a **birthday wave for Oliver**, who had been a patient at the University of Iowa Children's Hospital.

Library Children's Room staff recorded a set of **online Storytime videos to promote African American culture and celebrate diversity**.

Library Children's Department staff recorded a series of **online Storytime videos with LGBTQIA+ characters and themes**. Drag Storytime was also posted on social media to allow viewers to watch drag kings and queens tell tales of love and acceptance.



The Library Children's Department created **"crafts-to-go,"** allowing families to register for crafts to be sent to their homes or picked up. One craft involved making Merpeople, inspired by Jessica Love's LGBTQIA+ picture book, Julian is a Mermaid.



Library staff created several **"Staff Picks" displays related to social justice**. These included:

- Pride Month of LGBTQIA+ inclusive children's books
- Black Lives Matter (middle grade list, picture book list, YA list)
- Black Lives Matter for adults
- Pride Month for adults
- Jewish Heritage Month for adults



In celebration of the 50th Iowa City Pride anniversary and Pride month, The City of Iowa City displayed Pride banners along Washington Street, Wade Street, and Williams Street in the month of June. A Pride Flag was hung on the flagpole in front of City Hall for the month of June. The national tradition of celebrating Pride in June is a tribute to the Stonewall Riots of June 1969, when New York City police raided a gay bar, sparking six days of protests which are remembered as the launch of the modern LGBTQ+ civil rights movement. The following year, the University of Iowa's Gay Liberation Front participated in the University of Iowa's Homecoming parade, making it one of the first student led organizations to champion for the rights of LGBTQ persons. This historic event makes Iowa City one of just a few cities across the country to have had a LGBTQ civil rights movement for 50 years.



Outreach



Katya Boltanova

The Library presented several **online programs featuring cultural outreach**, including:

- June 3: Make a Cubano. Spanish teacher, Megan Cleveland, taught children how to make a Cuban sandwich.
- June 10: Irish Dancing. The Champagne Irish Dance Academy demonstrated Irish dancing and kids learned how to do a few moves from Tréa in her studio.
- June 17: Russian Culture Show and Tell. Katya Boltanova and her family shared Russian stories, art, and songs.
- June 24: Chinese Dragon Boat Festival. Children's librarian, Fang Wang, shared traditions and origami about the Dragon Boat festival.
- June 25: Drum Safari. Kids listened to and discovered beats from around the world, including the Caribbean Islands, Cuba, and Brazil



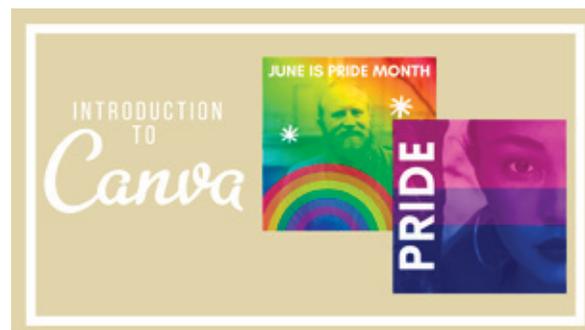
Chinese Dragon Boat Festival

The Library created several **Staff Lists featuring positive equality messages**, including:

- children's books with LGBTQIA+ characters with a message of acceptance and positivity
- novels educating tweens about racism and privilege
- LGBTQIA+ titles to teach young readers about family make-up and gender identity
- heartwarming tales to expose young readers to African-American culture

Library Staff Picks and Book Lists were shared on ICPL's website and social media to support **LGBTQIA+ and African American culture**, and to shed light on racism and privilege.

Library staff presented **"Introduction to Canva.com: create a graphic for Pride month."**





CITY OF IOWA CITY : SOCIAL JUSTICE & RACIAL EQUITY

Justice



A Black Lives Matter quilt was created by Parks and Recreation staff and hangs in the lobby of Robert A Lee Recreation Center.

Library staff shared 144 items related to **LGBTQ rights, Racial/Cultural Equity, and Income Inequality** on social media.

Library staff displayed **Black Lives Matter book covers** in windows overlooking Linn street and the Pedestrian Mall.



CITY OF IOWA CITY : SOCIAL JUSTICE & RACIAL EQUITY

Conversations



The Center and staff members of the African American Museum of Iowa presented a program on the **history of Juneteenth**. On June 19, 1865, Union Soldiers arrived in Texas and spread the word that slaves were officially free. This information had moved so slowly through the south that slaves in Texas did not receive this information until over two years after President Lincoln issued the Emancipation Proclamation. Many communities now celebrate through parades, festivals, and large community celebrations that highlight this momentous event while also sharing African American culture and heritage.

Police Department Community Outreach Assistant Daisy Torres participated in a **Zoom Q & A with the Sudanese Community Center**.

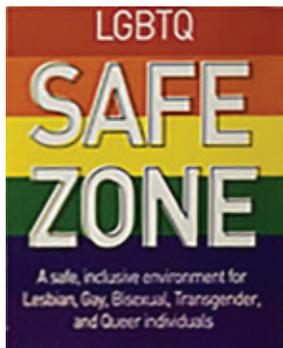
Police Department Community Relations Officer Travis Neeld joined Community Outreach Assistant Torres at Mercer Park for a **K9 presentation to a group of 15 youngsters**.



Training

City staff from City Clerk's Office, City Manager's Office, Communications, Equity and Human Rights, and the Police Department all attended **LGBTQ 101 Awareness Training** sponsored by One Iowa.

All members of the Police Department completed a three-part online **legal update on Substance Use and Behavior**.



Library staff viewed webinars on the following topics:

- Serving older populations
- Unhoused people
- Outreach services in public health crises
- Addressing microaggressions in the workplace
- One staff person was recertified for -University of Iowa's Safe Zones (serving LGBTQ+ community)
- Beanstack's Fireside Chat with Cicely Lewis, creator of the Read Woke program
- Understanding White Privilege, put on by the UI Center for Human Rights



Equity and Human Rights staff presented **Fair Housing training** to staff of a local real estate management company.

Equity and Human Rights staff presented **Fair Housing training** to the Iowa City Area Association of Realtors

Equity and Human Rights staff attended **"Municipal Support for LGBTQ Older Adults and COVID-19,"** sponsored by the Human Rights Campaign.

Equity and Human Rights staff presented on **using a racial equity lens**, to the Climate Action Equity Working Group at the City of Iowa City.

Equity and Human Rights staff participated in **"Leadership on LGBTQ Equity,"** sponsored by the Human Rights Campaign.

Equity & Human Rights Staff, City Manager's Office and Human Resources launched an **Equity and Human Rights Diversity staff committee**.