

Human Rights Commission

September 15, 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/tJctdeuugTMvHNEzb9kuOorgHqVyg_FlcdwH

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: 930 2267 8565.

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 July 21, 2020, July 28, 2020, and August 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. Reconsideration of Request from the Iowa Freedom Riders (IFR) to Recommend 2 IFR Seats on the City Council;

- b. Correspondence;
 - c. Consideration of Moving Commission Meeting Date to 4th Tuesday of each Month;
 - d. Commission Statement in Support of Black Lives Matter;
 - e. 30th ADA Virtual Celebration (October 3, 2-4PM);
 - f. NCJC Request to Modify SJRE Grant of FY 19;
 - g. United Nations Convention Rights of the Child PhotoVoice;
 - h. Social Justice Racial Equity Grants;
 - i. Proclamation for National Hispanic Heritage Month (September 15);
 - j. Proclamation for International Day of Peace (September 21);
 - k. Proclamation for Stono Rebellion (September 1);
 - l. Subcommittees: Housing, Anti-Racism, Health Equity;
 - m. Screening of White Privilege or Cracking the Code;
 - n. Awards Breakfast.
5. Staff/Commission Announcements. *(Commissioners shall not engage in discussion with one another concerning said announcements).*
6. 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



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**.

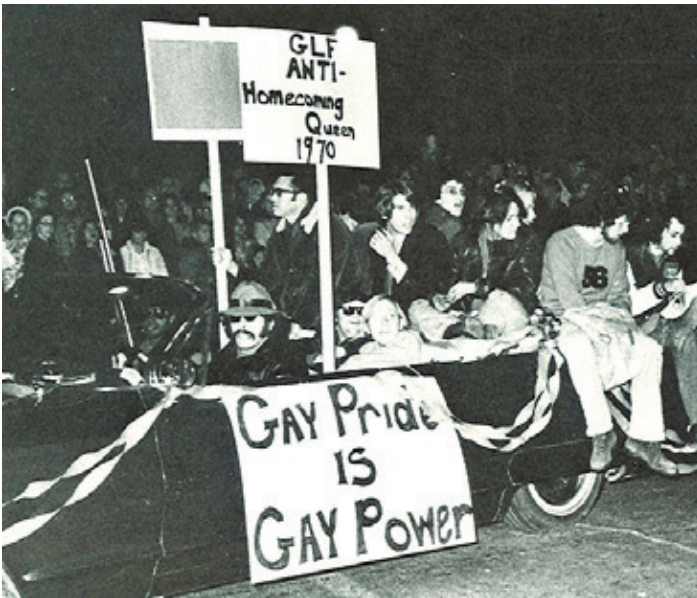
Equity and Human Rights staff participated in the **League of Human Rights Agencies** of Iowa monthly meetings.



CITY OF IOWA CITY : SOCIAL JUSTICE & RACIAL EQUITY

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.



CITY OF IOWA CITY : SOCIAL JUSTICE & RACIAL 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.



CITY OF IOWA CITY : SOCIAL JUSTICE & RACIAL EQUITY

Outreach



Katya Boltanova



Chinese Dragon
Boat Festival

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

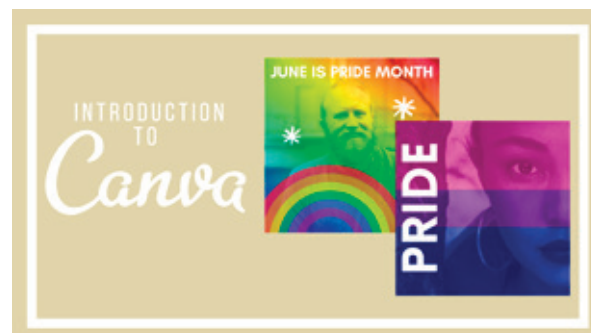
- June 3: Make a Cubano. Spanish teacher, Megan Cleveland, taught children how to make a Cuban sandwich.
- June 10: Irish Dancing. The Champagne Irish Dance Academy demonstrated Irish dancing and kids learned how to do a few moves from Tréa in her studio.
- June 17: Russian Culture Show and Tell. Katya 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

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**.

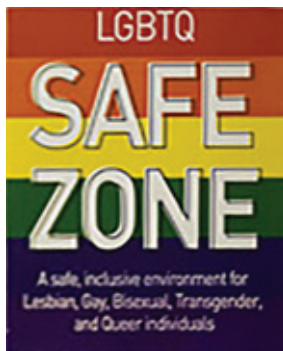


CITY OF IOWA CITY : SOCIAL JUSTICE & RACIAL EQUITY

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**.

Racial Bias or Ignorance

My family has suffered an emotionally traumatic experience from a source we have trusted for years, the University of Iowa Hospitals and Clinics (UIHC). My son's routine eczema exam morphed into a terrifying experience due to racial bias or ignorance.

Our 9-year-old son is extremely introverted and sensitive to noises, strangers and unfamiliar routines. Because of this, I was relieved that my calm, patient husband offered to take him to the appointment.

Little did we realize that this appointment would end with a doctor separating our son from his father and filing a report of physical abuse of our son to the Department of Human Services (DHS). She did this in response to an offhand comment our son made about his father in her presence. No clarifying questions were asked of my husband before she removed him from the room. No therapist, social worker, or patient advocate was included in the conversation to ensure that my son could express himself clearly to a doctor he perceived as an authority figure. More unprofessional decisions followed.

For more than three hours this father sat alone in a room after having his son taken from him. As a man of color, my husband knew that he had to modulate his demeanor, tone, and emotions so as not to be perceived as threatening - even as his son was physically separated from him. The last thing he wanted to add to this situation was security or police even though he knew any physical abuse charges to be unfounded and untrue.

After being called, I raced to the clinic only to be left in the waiting room filled with shock, fear and embarrassment. There was no patient representative or social worker there to inform me of my family's rights. When summoned, I was allowed only a brief moment to see my young son before he was again taken away. Then, we were *all* separated from each other.

Although employed by UIHC as a pediatric dermatologist, the doctor assumed the role of therapist and social worker as she spoke to me, isolated in an exam room. It quickly became clear that this doctor did not understand mandatory reporting procedure or consider the effects that report would have on our family.

Her own personal biases became apparent when she stated that she was worried about the physical safety of me and my children. She lectured me on "cultural differences" she assumed exist in my family that made it necessary for her to instruct us on how to be "careful" while raising our son. Since she "too" was a parent, she proceeded to offer unsolicited "parenting tips".

Not wanting to come off as an "angry, black woman" I was careful to maintain eye contact and a level voice. All the while, inside I wanted to scream and search for my family.

Instead, I brought up the disproportionately negative effects of a DHS call on families of color. Although the doctor admitted that she does not share certain experiences with people of color, she assured me that she knew “friends of color” also experiencing the unfairness of our nation’s racial divide. Whether by choice or ignorance, this doctor failed to see how her actions were reinforcing systemic injustices. Would she have followed these same steps for a family not of color?

My husband and I are shocked, angry, frustrated and concerned over the assumptions this doctor made that led to the DHS call. How is this doctor and her staff trained and held accountable for their actions? Is this an accepted procedure at UIHC?

We are making our story public in hopes that this doctor and all UIHC staff receive effective, relevant training and support when making these types of calls in the future.

Our family believes that we can be the change we seek. And, by sharing this traumatic experience we will begin our own healing.

An additional note: Our DHS file is in the process of being closed, and we filed a formal grievance through the Patient Experience Department at UIHC. We have also switched follow up care for our son to Mercy Hospital.

Angie & Jason Jordan
South District Neighborhood
Iowa City



CITY OF IOWA CITY MEMORANDUM

Date: August 24, 2020

To: Iowa City Landlords and Rental Property Managers

From: Kristin Watson, Human Rights Investigator

Re: Iowa Supreme Court Decision Regarding Emotional Support Animals

Recently, the Iowa Supreme Court issued a decision concerning Emotional Support Animals (ESAs). The case is Iowa Supreme Court No. 18-2173, Cohen v. Clark and 2800-1 LLC.¹ This memorandum is meant to provide general guidance regarding this subject. If you have questions regarding topics addressed in this memorandum or your rights and responsibilities in general, please call the office at 319-356-5015.

What led the parties to filing suit?

A person with severe animal allergies moved into a no-pets building specifically because it was an animal-free environment. The person has such severe allergies to cats that she has to carry an EpiPen; she is slightly less allergic to dogs. The lease did say that the landlord would make reasonable accommodations for assistance animals. After she moved in, another tenant asked for an ESA as a reasonable accommodation and the landlord asked the Iowa Civil Rights Commission (ICRC) for advice. The ICRC informally advised the landlord that moving the tenant who had requested the ESA to another building would not be a reasonable accommodation and the landlord needed to try to accommodate both the tenant with allergies and the tenant who needed an ESA.

The landlord attempted to do so by sending a survey to all tenants of the building, asking if anyone had allergies. The original tenant responded affirmatively. The landlord attempted to reasonably accommodate both tenants by asking them to use different stairwells. The landlord also bought an air purifier for the tenant with allergies. In addition, the landlord obtained estimates for installing air-lock doors on each floor of the building to limit air transfer, but the cost of doing so was prohibitive—over \$80,000.

What happened in the lower courts?

After a year, the tenant with allergies filed a small claims action for breach of the lease and implied warranty of quiet enjoyment of the property, alleging she had increased allergic reactions, was forced to greatly increase her medications, and had to limit her time at her own home due to the presence of the ESA. She filed the breach of lease action against the landlord, and the quiet enjoyment action against both the landlord and the tenant with the ESA. The landlord responded that Iowa law mandated it had to accommodate the tenant with the ESA and cross-claimed against the tenant with the ESA for indemnification if any damages were awarded to the filing tenant. The Small Claims Court dismissed the action and the tenant with allergies appealed. The District Court also dismissed the case, saying that the law was unclear, but that after a year of trying to work with the situation, the landlord should have denied the ESA. The tenant appealed to the Supreme Court, which issued a decision on June 30, 2020.

What does the Court's decision say?

The decision's major points are as follows: The Iowa Civil Rights Act's housing law is nearly identical to the federal Fair Housing Act (FHA). Both laws distinguish between service animals, which have training to do specific tasks, and ESAs, which provide therapeutic support but are not trained to do

¹ Formal publication data is not yet available.

specific tasks. Iowa law prohibits discrimination against a person with a disability in the terms, conditions, and privileges of a rental property because of that person's disability, and requires landlords to make reasonable accommodations if necessary to allow the person with a disability equal opportunity to use and enjoy the dwelling. Iowa law also allows a landlord to refuse a request for accommodation if the request is legally unreasonable; one of several definitions of "unreasonable" contained in the law is that the accommodation would constitute a direct threat to the health or safety of other persons.

A landlord must generally allow a request for an ESA if the person requesting the ESA has a disability and a disability-related need for the ESA. However, a landlord may generally refuse a request for an ESA if the specific animal poses a direct threat that cannot be eliminated or mitigated to an acceptable level. The well-being of one person, whether physical or mental, does not trump the well-being of any other person, so existing tenants are properly considered in balancing needs in the reasonable accommodation analysis. Therefore, the proper test is "first in time, first in right."

This test can only be used when there is no way to grant the reasonable accommodation of the ESA and the tenant with allergies has medical documentation regarding the allergy. In this case, the landlord could have moved the tenant requesting the ESA to a different building, unless the tenant somehow demonstrated that the particular apartment in which the tenant was currently living somehow alleviated the symptoms of the tenant's disability. The court noted that the ICRC's *informal* advice was not binding and the court did not agree with it—in this case, the proper solution would have been for the landlord to move the tenant with the ESA to another building.

Since the landlord granting the ESA in the same building was not a reasonable accommodation, the landlord did breach the "no pets" clause in the lease and the tenant did not have quiet enjoyment of her apartment. The court noted that breach of contract is absolute; the landlord's good faith effort to accommodate both tenants still resulted in a breach of the lease, regardless of intent. The court also noted the landlord might have raised Section 562A.21² of the Iowa Code as a defense, but since it did not, the court did not have that to work with.

What are takeaways for landlords regarding the decision?

First, this decision applies only to ESAs, *not* Americans with Disabilities Act Service Animals. Second, the decision puts landlords in a difficult place. If a landlord allows an ESA, the landlord may be faced with legal action from existing tenants, as the landlord was in this case. If the landlord refuses to allow the ESA, the landlord may be faced with enforcement action from HUD. However, a landlord in Iowa faced with HUD action might use this case as a defense and ask for a declaratory judgment regarding what should be done. Third, the decision leaves unclear how severe an existing tenant's allergy must be in order to evoke the "first in time" rule; while the decision says there must be medical documentation, it says nothing at all about the level of severity required before an allergy trumps an ESA. Fourth, the FHA was written when use of the word "handicap" was still acceptable. Therefore, court decisions discussing the law will still use the word. Remember that people with disabilities consider the word "handicap" offensive and it should not be used in any context except quoting the law.

The Office of Equity and Human Rights provides educational memos to landlords on areas of discrimination to assist in providing good outcomes for both landlords and tenants. Please send fair housing topics you would like to receive guidance on to humanrights@iowa-city.org.

² This section provides a "safe harbor" for landlords who have attempted to comply with terms of the lease but were legitimately not able to do so. It states, in part, "Except as provided in this chapter, the tenant may recover damages and obtain injunctive relief for any noncompliance by the landlord with the rental agreement or section 562A.15 unless the landlord demonstrates affirmatively that the landlord has exercised due diligence and effort to remedy any noncompliance, and that any failure by the landlord to remedy any noncompliance was due to circumstances reasonably beyond the control of the landlord."



WHERE

Electronic Zoom Meeting

The forum is being held via Zoom due to concerns presented by COVID-19

You can participate and comment during the forum by going to the Zoom meeting registration link:

https://zoom.us/webinar/register/WN_vuuRaN5KRr2XyhMGs9EUvw
Meeting ID: 952 8410 9770

COMMUNITY POLICE REVIEW BOARD COMMUNITY FORUM

The Community Police Review Board will be holding a Community Forum for the purpose of hearing views on the policies, practices and procedures of the Iowa City Police Department.

QUESTIONS & COMMENTS:

Send your questions or comments you'd like addressed at the forum to the following by Thursday, September 10, 2020:

Please include full name and address. (All correspondence is public)

CPRB
City of Iowa City
410 E Washington St, 52240

Or e-mail to:
CPRB@iowa-city.org

DATE

SEPTEMBER 21, 2020

TIME

5:30 p.m.

The Board will attempt to address all correspondence received.
The forum will be taped for rebroadcast.

Employment

Complainant alleges they were terminated due to sexual orientation and sex discrimination. They further allege unlawful retaliation.
Probable cause determination on retaliation claim.

Complainant alleges they were terminated due to religious discrimination.
Under investigation.

Complainant alleges they were treated adversely due to age, color, race, creed, religion, marital status, sex, unlawful retaliation by current employer.
Appeal of the no probable cause decision.

Complainant alleges she was retaliated against by former employer.
Under investigation.

Agenda Packet

Draft Minutes
Human Rights Commission
July 21, 2020
Electronic Formal Regular Meeting Zoom Meeting Platform

Members Present: Ashley Lindley, Jessica Andino, Cathy McGinnis, Mark Pries, Noemi Ford, Jason Glass, Bijou Maliabo.

Members Not Present: Zachary Rochester, Adil Adams.

Others Present: David De La Torre, Marlèn Mendoza, Daphney Daniel.

Staff Present: Stefanie Bowers.

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 5:36 PM.

Approval of the July 14, 2020 meeting minutes: A motion to approve was made by Lindley and seconded by Andino. Staff will correct the misspelling of Lindley's name in the minutes prior to sending to the City Clerk. Motion passed 7-0.

LULAC Council 308: Guests Marlèn and David, President and Vice President of LULAC 308 respectively, introduced themselves Commission members. LULAC is the largest and oldest civil rights Hispanic organization in the United States. Council 308 was established in Iowa City in 2013. Council 308 partners with community organizations each month to serve the community and provide community and civic engagement opportunities. Recently they collected hygiene bags for area migrant farmworkers. They look forward to partnering with the Commission on future endeavors.

Human Rights Commission Annual Report: Lindley noted that the proclamation on Marriage Equality Day that was done in April needs to be added to the annual report. Glass moved, and Pries seconded. The motion passed 7-0.

Social Justice and Racial Equity Grants for FY19: Commissioners reviewed the final accounting report from Inside Out Reentry.

Fair Trade Town: The Mayor and City Council will proclaim the City of Iowa City as a Fair Trade Town at their meeting on August 4, 2020. Former Commission member Zachary Rochester will accept it.

Subcommittees: The Housing subcommittee is seeking volunteers familiar with affordable housing to assist them in their work. The subcommittees Health Equity and Racism/Anti-Racism have not had the opportunity to meet.

Reports of Commission: Andino requested the Commission hold a special meeting to discuss a request from the Iowa Freedom Riders (IFR) that is asking for the Commission to make a recommendation to the City Council to add two seats to the Council for IFR members. Staff will send out a Doodle to see what time and day work best for the majority of Commission members.

Meeting adjourned: 6:44PM.

Member Attendance Sheet

Member	Term	1/7	1/21	2/18	4/21	5/19	6/16	6/19	7/07	07/14	7/21	7/28
Maliabo	1/2021	Present	Present	Present	Present	Excused	Present	Present	Present	Present	Present	
McGinnis	1/2021	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	
Rochester	1/2021	Present	Present	Excused	Present	Present	Present	Present	Present	Present	Excused	
Adams	1/2022	Excused	Present	Excused	Present	Present	Present	Excused	Excused	Excused	Excused	
Andino	1/2022	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	
Ford	1/2022	Present	Present	Excused	Present	Excused	Present	Present	Present	Present	Present	
Lindley	1/2023	Present	Excused	Present	Present	Present	Present	Present	Present	Present	Present	
Glass	1/2023	Present	Present	Present	Present	Excused	Present	Present	Present	Present	Present	
Pries	1/2023	Present	Present	Excused	Present	Present	Present	Present	Present	Present	Present	

Draft Minutes
Human Rights Commission
July 28, 2020

Electronic Special Meeting Zoom Meeting Platform

Members Present: Zachary Rochester, Ashley Lindley, Jessica Andino, Cathy McGinnis, Jason Glass, Bijou Maliabo.

Members Not Present: Adil Adams, Mark Pries, Noemi Ford.

Others Present: Raneem Hamad.

Staff Present: Stefanie Bowers.

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.

Request to consider recommendation to the City Council to support the Iowa Freedom Rider's (IFR) request to have two representatives present and at the table with the City Council when items involving the IFR are on the City Council meeting agenda:

Discussion: The representatives would serve in a capacity similar to the University of Iowa student government liaison. The representatives would not have voting power. The IFR would select the representatives and also select an alternate. The representatives would not always have to be present at the City Council meetings.

Having IFR representatives will assist the City Council in staying on course to what they should be doing per the Council's Black Lives Matter resolution. The representatives would be present during any discussions within the realm of the 17 items on the resolution. The intent is for the IFR to be heard and inform in real time. Currently, IFR members are not being heard. Items in the resolution are being stalled due to the formal proceedings of the City Council which requires follow up with the IFR after each meeting, having liaisons that are present at City Council meetings will speed up items getting completed. Liaisons will make it easier to have all the information. Having representation will increase the completion of the IFR demands and make sure things get done. The IFR are currently working on becoming a 501C3.

At this time, a majority of Commissioners do not support this request although this does not reflect their support for the IFR.

Some reasons noted to not support the recommendation at this time are: that people who serve on the City Council are elected, members of IFR should consider running for a public office if they want a seat at the table, lack of expertise to serve on the City Council, not clear on what the IFA is trying to solve, the IFR does not represent all BIPOCS, the IFR has been heard, slippery slope—other organizations will want

representatives too, there are other BIPOC organizations that are more established, they have support from City Council already, not sure it is the right time to add representatives to City Council.

Adjourned: 6:43 PM.

[illegible]

Draft Minutes
Human Rights Commission
August 18, 2020
Electronic Formal Regular Meeting Zoom Meeting Platform

Members Present: Ashley Lindley, Jessica Andino, Cathy McGinnis, Mark Pries, Jason Glass, Bijou Maliabo.

Members Not Present: Adil Adams, Noemi Ford.

Staff Present: Stefanie Bowers.

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 5:31 PM.

Approval of the July 21 & July 28, 2020 meeting minutes: Minutes will be approved at the September 15, 2020 Commission meeting.

Moving the Commission Meeting to the 4th Tuesday of each Month: The Commission will revisit this item at its September meeting date when more Commissioners are present.

Commission Statement in Support of Black Lives Matter: Commissioners will revisit this statement at each regularly scheduled meeting to document their process on the items contained within it.

30th ADA Virtual Celebration: Staff requested Commissioners save the date for the event which runs from 2-4PM on Saturday, October 3rd.

Fair Trade Town: The Mayor and City Council proclaimed the City of Iowa City as a Fair-Trade Town at their meeting on August 4, 2020.

Screening of White Privilege or Cracking the Codes: The Center has a copy of Cracking the Codes that can be used by other Departments for a community screening. Staff will check to see if the Office has a copy of White Privilege and if so, what the requirements are to hold a public screening. Due to COVID-19, any screenings would be via Zoom or at an outdoor setting that allows for social distancing.

Subcommittees: Staff will assist the Housing subcommittee in arranging meetings with City staff who work in affordable housing. The Health Equity and Anti-Racism subcommittees have not met.

Meeting was adjourned at 6:42 PM due to lack of quorum. (Two Commissioners left the meeting due to prior commitments).

Member Attendance Sheet

Member	Term	1/7	1/21	2/18	4/21	5/19	6/16	6/19	7/07	07/14	7/21	7/28	8/15
Maliabo	1/2021	Present	Present	Present	Present	Excused	Present	Present	Present	Present	Present	Present	Present
McGinnis	1/2021	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present
Rochester	1/2021	Present	Present	Excused	Present	Present	Present	Present	Present	Present	Excused	Present	Resigned
Adams	1/2022	Excused	Present	Excused	Present	Present	Present	Excused	Excused	Excused	Excused	Excused	Excused
Andino	1/2022	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present
Ford	1/2022	Present	Present	Excused	Present	Excused	Present	Present	Present	Present	Present	Excused	Excused
Lindley	1/2023	Present	Excused	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present
Glass	1/2023	Present	Present	Present	Present	Excused	Present	Present	Present	Present	Present	Present	Present
Pries	1/2023	Present	Present	Excused	Present	Present	Present	Present	Present	Present	Present	Present	Present

From: Drustrup, David <david-drustrup@uiowa.edu>
Sent: Tuesday, September 8, 2020 4:00 PM
To: Stefanie Bowers <Stefanie-Bowers@iowa-city.org>
Cc: iowafreedomriders@gmail.com
Subject: Re: [External] HRC Meeting Zoom Link 9/15

Hello Stefanie,

I hope you're doing well and staying healthy. I'm attaching the link to our public Google Doc that shows our most recent set of goals for City Council. The primary systemic-focused issue is Goal #1. After inputting feedback from your group, we attempted to be more explicit about how we are already working with community agencies and organizations that are already doing this work. We believe that we are very fortunate to be in Iowa City where so much wonderful work is already happening within the abolitionist lens, and we have no intention or desire to reinvent the wheel. We're currently in discussions with several of these groups to learn more about how they imagine they might want to expand to reach more people and/or collaborate with IFR's goals in a number of ways. I'd like to avoid speaking on behalf of any particular organization until I have their explicit permission, but we currently feel very optimistic about our present and future collaboration with several of these groups. Once we have completed more meetings and collaborative efforts with each of these groups, then we can add specifics to our plan about how we would like to increase their funding and 1) expand resource provision, and 2) implement/expand response teams to calls previously handled by police.

https://docs.google.com/document/d/1u64pc2lfMhl32m0Xtp_nZPOD3dAQaDDQI0sSRxWINq8/edit

Please let us know if you have any questions and I look forward to your meeting next week.

Best,
Dave

Goal 1: Construction of the Community Wellness & Accountability architecture

- City Manager must immediately prioritize the City Council agenda to begin the construction of the Community Wellness & Accountability architecture to address public safety, security, accountability, and self-governance. This architecture for Community Wellness & Accountability will be based on empirical evidence and theory offered by experts such as Angela Davis, Ruth Wilson Gilmore, Mariame Kaba, and others who have successfully fought for the well-being of the most marginalized populations.
 - The Community Wellness & Accountability architecture will initially consist of 5 response teams: Mental Health, Road Safety, Drug & Alcohol, Anti-Homelessness, and Interpersonal Conflict. These teams will be staffed with mental health professionals, social workers, EMTs, nurses, and other Peer Professionals who are community members and trained to respond to community concerns in non-punitive ways. Once implemented, they will respond to emergency and non-emergency calls for help within their fields of expertise to resolve disputes and ensure the safety of citizens requiring assistance.
 - The response teams will partner with and utilize all existing community and government agencies who are already in operation and doing good work for our community. IFR is currently reaching out to several existing agencies and organizations who are already doing some of this work, to learn more about partnership. We do not know everyone yet, and are interested in learning about all agencies providing these services.
 - The Community Wellness & Accountability architecture will also include 4 departments to address long-term community needs: Affordable Housing, Income Support & Job Preparation, Immigrant & Refugee Support, and Community Wellness Programs.
 - These departments will partner with and utilize the many existing community agencies who are already in operation and doing good work for our community. IFR is currently reaching out to several existing agencies and organizations who are already doing some of this work, to learn more about partnership. We do not know everyone yet, and are interested in learning about all agencies providing these services.
 - By September 30, 2020, there will be 3 paid positions within City government to organize and/or construct these aspects of the Community Wellness & Accountability architecture.
 - By January 1, 2021 we expect to see The Community Wellness & Accountability architecture to be funded \$5 million annually. This money will come from the city policing budget for calls that they are no longer required to handle, as well as through the removal of unnecessary military-grade weaponry, armor, uniforms, and other material contributing to the oversized budget.

Goal 2: A detailed report of the events of violence against protesters on June 3 in Iowa City.

- City Manager must immediately engage in a more earnest attempt to understand more details about the violence against protesters that was committed by police on June 3, 2020. The mixed reports and drawn-out investigation are not aligned with the “deep introspections” that he promised Iowa City in his letter on June 10. City Manager must immediately use his relationships within the police department to get a clear answer about who was responsible for the violence that night, why no one has come forward yet, and what the repercussions will be.
 - This report from City Manager must be completed and made public by 09/01/20.

Goal 3: A publicly searchable database of complaints made against officers

- City Manager must immediately prioritize a new agenda item for City Council: creating a public database for complaints against police officers. This should be easily accessible, browsable, and searchable by officer name. While we understand the construction of a publicly accessible website may take some time, we expect a list, publishable as a PDF on the City government’s website.
 - The public list must be made viewable by 09/01/20.
 - The searchable database must be operational on the City government website by 01/01/21.
- City Manager and City Council should immediately begin discussions with IFR and other interested community stakeholders around repercussions for officers who have caused harm in the community.
 - By 09/01/20, City Councilors and City Manager will have completed their first meeting with IFR and other interested community stakeholders. They will have jointly constructed a blueprint for regular meetings and a timeline for action and decision-making.

From: Andrew Coghill <andrew-coghill@ncjc.org>
Sent: Thursday, August 13, 2020 3:15 PM
To: Stefanie Bowers <Stefanie-Bowers@iowa-city.org>
Cc: Diane Dingbaum <diane-dingbaum@ncjc.org>; Chastity Dillard <chastity-dillard@ncjc.org>
Subject: NCJC's SJRE Grant

Hi, Stefanie.

I hope this email finds you safe, healthy, and well.

I am writing in regards to the Neighborhood Centers' and South District Neighborhood Association's joint Social Justice and Racial Equity grant and the plan for expenditure. We had initially proposed in May that we could transition to a virtual Taste of Broadway event over the summer and fall, featuring South District residents and their unique talents. As we are reassessing our progress on this project, it appears that we significantly underestimated the amount of time and resources that such an undertaking would involve and overestimated our technology in terms of infrastructure and ability to acquire quality video footage in a safe manner.

NCJC would like to further amend our amended proposal to use the SJRE funds to address food insecurity in the South District, which is a direct result of the COVID pandemic. We would use the funds to support local, minority-owned grocery stores in the District by purchasing gift cards, gift certificates, and/or culturally-specific food items. Those purchases would then be distributed directly to South District residents

I understand that this change would require approval of the Human Rights Commission at their meeting later this month. Please let me know what else you might require from me to facilitate this process.

**Andrew Coghill-Behrends (*he, him, his*),
Family Support Director, Broadway Site Director
Neighborhood Centers of Johnson County
PO Box 2491, Iowa City, IA 52244-2491
Office: 2105 Broadway St., Iowa City, IA 52240
(319) 354-7989**