



CITY OF IOWA CITY MEMORANDUM

Date: November 10, 2020
To: Geoff Fruin, City Manager
From: Stefanie Bowers, Human Rights Coordinator & Equity Director
Re: Racial Equity Report Card

It has been seven years since we published our first report on racial equity. We publish this data to be transparent and to show our progress on racial equity at the City in the areas of employment, criminal justice, and number of complaints based on race received by the Human Rights Office alleging discrimination in the community. The report card spotlights where we were in 2015 and compares that to where we were in 2019 (2019 reflects the most recent data the City has in these areas). The report card has been modified from last year's version to display the actual data.

The report card is derived from three reports: the Human Rights Commission's Annual Report, the Police Department's Annual Reports and the Employee Statistics Report. All three reports are hyperlinked on the report card.

CITY OF IOWA CITY RACIAL EQUITY REPORT CARD 2015 TO 2019

2015	2019	% CHANGE
Population ----- 74,227	Population ----- 75,130	----- +1.0%
White ----- 78.5%	White ----- 78.5%	----- 0.0%
Black or African American ----- 9.2%	Black or African American ----- 8.2%	----- -11.0%
American Indian and Alaska Native ----- 0.3%	American Indian and Alaska Native ----- 0.3%	----- 0.0%
Asian/Pacific Islander ----- 7.2%	Asian/Pacific Islander ----- 7.6%	----- +5.0%
Hispanic or Latinx ----- 5.5%	Hispanic or Latinx ----- 5.8%	----- +5.0%

COMPLAINTS ALLEGING RACIAL DISCRIMINATION IN IOWA CITY

Total complaints ----- 19	Total complaints ----- 19	----- 0.0%
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TEMPORARY AND PERMANENT CITY EMPLOYEE DEMOGRAPHICS

Total employees ----- 1,008	Total employees ----- 956	----- -5.0%
White ----- 933	White ----- 843	----- -9.65%
Black or African American ----- 32	Black or African American ----- 47	----- +46.9%
American Indian and Alaska Native ----- 3	American Indian and Alaska Native ----- 4	----- +33.0%
Asian/Pacific Islander ----- 17	Asian/Pacific Islander ----- 13	----- -24.0%
Hispanic or Latinx ----- 23	Hispanic or Latinx ----- 27	----- +18.0%
Two or more races ----- NA	Two or more races ----- 24	----- NA

ALL CHARGES BY RACE AND HISPANIC ORIGIN

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

Total charges ----- 5,493	Total charges ----- 5,214	----- -5.0%
White ----- 3,596	White ----- 3,544	----- -1.5%
Black or African American ----- 1,758	Black or African American ----- 1,524	----- -13.0%
American Indian and Alaska Native ----- 17	American Indian and Alaska Native ----- 22	----- +29.0%
Asian/Pacific Islander ----- 100	Asian/Pacific Islander ----- 91	----- -9.0%
Hispanic or Latinx ----- 390	Hispanic or Latinx ----- 468	----- +20.0%
Race/ethnicity not known ----- 21	Race/ethnicity not known ----- 33	----- +57.0%

YOUTH REFERRALS/CHARGES BY RACE AND HISPANIC ORIGIN

Youth charges are referrals to Juvenile Court Services.

Total charges ----- 316	Total charges ----- 180	----- -43.0%
White ----- 132	White ----- 71	----- -46.0%
Black or African American ----- 184	Black or African American ----- 109	----- -41.0%
American Indian and Alaska Native ----- 0	American Indian and Alaska Native ----- 0	----- 0.0%
Asian/Pacific Islander ----- 0	Asian/Pacific Islander ----- 0	----- 0.0%
Hispanic or Latinx ----- 24	Hispanic or Latinx ----- 9	----- -62.5%
Race/ethnicity not known ----- 5	Race/ethnicity not known ----- 5	----- 0.0%

YOUTH CURFEW VIOLATIONS

Total violations ----- 20	Total violations ----- 14	----- -30.0%
White ----- 13	White ----- 7	----- -46.0%
Black or African American ----- 7	Black or African American ----- 7	----- 0.0%
American Indian and Alaska Native ----- 0	American Indian and Alaska Native ----- 0	----- 0.0%
Asian/Pacific Islander ----- 0	Asian/Pacific Islander ----- 0	----- 0.0%
Hispanic or Latinx ----- 3	Hispanic or Latinx ----- 3	----- 0.0%

TRAFFIC STOPS BY RACE/ETHNICITY AND GENDER

Male ----- 8,048	Male ----- 9,039	----- +12.0%
White ----- 5,523	White ----- 5,855	----- +6.0%
Black or African American ----- 1281	Black or African American ----- 1,748	----- +36.0%
American Indian and Alaska Native ----- 14	American Indian and Alaska Native ----- 19	----- +36.0%
Asian/Pacific Islander ----- 543	Asian/Pacific Islander ----- 535	----- -1.0%
Hispanic or Latinx ----- 475	Hispanic or Latinx ----- 556	----- +17.0%
Two or more races ----- 141	Two or more races ----- 72	----- -49.0%
Female ----- 4,793	Female ----- 5,423	----- +13.0%
White ----- 3,523	White ----- 3,901	----- +10.0%
Black or African American ----- 680	Black or African American ----- 835	----- +23.0%
American Indian and Alaska Native ----- 10	American Indian and Alaska Native ----- 7	----- -30.0%
Asian/Pacific Islander ----- 254	Asian/Pacific Islander ----- 286	----- +13.0%
Hispanic or Latinx ----- 233	Hispanic or Latinx ----- 289	----- +24.0%
Two or more races ----- 47	Two or more races ----- 19	----- -60.0%

CITY OF IOWA CITY
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Sources:
Iowa City Human Rights Commission Annual Report FY15-19
Iowa City Employee Statistics Report, January 2016, 2020
Iowa City Police Department Annual Report 2015-2019
US Census