

Human Rights Commission
November 24, 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/tJMkd-itrTlqG9fjYWV4Q7y5YSZz7KVS-5Dy>

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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: ID: 979 0153 9013.

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 October 27, 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. Truth & Reconciliation Ad-Hoc Committee;
 - c. Commission Statement in Support of Black Lives Matter;
 - d. United Nations Convention Rights of the Child PhotoVoice;
 - e. Social Justice Racial Equity Grants FY20 Request for Modification;
 - f. Social Justice Racial Equity Grants FY21;
 - g. Subcommittees: Housing, Anti-Racism, Health Equity;
 - h. Screening of White Privilege or Cracking the Code (December 10);
 - i. Commission Outreach Video;
 - j. Human Rights Awards;
 - k. Implicit Bias Training for Board and Commission Members (December 3);
 - l. Open Meetings and Public Records Training (December 16);
 - m. Decide Whether to Hold a December Meeting Date.
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](mailto:stefanie-bowers@iowa-city.org). Early requests are strongly encouraged to allow sufficient time to meet your access needs.

Draft Minutes
Human Rights Commission
October 27, 2020
Electronic Formal Regular Meeting Zoom Meeting Platform

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

Staff Present: Stefanie Bowers.

Others Present: David Drustrup, Daisy Torres.

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: Yes.

Call to Order: The meeting was called to order at 5:30 PM.

Approval of the September 15, 2020 meeting minutes: Minutes will be amended to correct the spelling of "McGinnis". Motion by Pries, seconded by Glass. Motion passes 7-0. (Ford, Maliabo not present).

Daisy Torres: ICPD Community Outreach Assistant: Torres introduced herself to Commission members and spoke on some of her primary responsibilities including but not limited to doing social media posts for the Department, trainings on PD 101, and general outreach to the community with emphasis on those new to the community, seniors, persons with disabilities, ESL, or refugee and immigrants. Her office is located in the Recreational Center. She is currently trying to do more outreach with youth and working on a forum with the Immigrant Refugee Association.

IFR Request for a Recommendation for Seats on the City Council:

Cathy McGinnis: Okay, next item on our agenda for tonight.

Cathy McGinnis: Is the reconsideration request from the Iowa Freedom Riders to recommend a seat on the city council. We did receive a letter from Aaron Paige regarding that topic. Hopefully. Everybody's had a chance to review that. I know that Jason had wanted to speak on this. So I'm going to actually just kick this directly to him and like take the board for a minute, Jason. Go ahead.

Jason Glass: Sure, thanks. Um, so I hope every a chance to read Aaron's letter and obviously we've discussed this, or the request from IFR for us to recommend to the Council to Having like a non-voting seat on the on the Council so obviously we've talked about a little bit but I put together a few thoughts because I wanted to think through that a little bit more and potentially offer a different solution. My thoughts. I'm just kind of, you know, read a little bit, but when I first want to thank Aaron Paige, you know, because it's a carefully crafted response, it obviously addresses some of the concerns that we'd had or we'd raised with this request and I can appreciate that, if that if the members are challenged and finding the time to stay involved because you mentioned that you know a couple different times in the letter and that because of those ongoing discussions and because in the work during those proposals to action. So because I've heard from so many folks that are involved on a volunteer basis on the same challenges, including on this commission and we're all volunteers as well and it's sometimes hard to juggle everything but I would say that the other documents. He presented, I

would say, although the docket makes them really articulate points about the request. I don't know that it offers a substantially different proposal from what we discussed over the last couple of months and voted on two months ago and discussed again last month and it does not. It doesn't change the position where they have not changed their position I what I see as the two main areas of concern. At least that I had and I think was shared by much of the Commission, which is that the IFR has not taken steps to become a formal organization which would demonstrate their membership strength and more importantly, provide more transparent and more democratic process to selecting someone that would perform in that role. And it's because it's a role that other community organizations would not be afforded if we recommended this and, secondly, that the IFR would need the support and backing of other organizations focused on racial justice so and we've mentioned some of those, but it's certainly true. And as he mentioned in there that the resolution that was passed by the city council would not exist but for the efforts of IFR and their activity and they're pressing for it, but I also believe it to be true that the work to implement those recommendations and put them into action must involve a really broad coalition of the community, the community and more specifically community organizations that are focused on this work and I'm afraid that if I remember on the Council well they're not for a council has to be supported by the other groups, I think, in order to have that kind of broad, broad mandate, since they would be having had that opportunity that other organizations wouldn't, but all that said, I didn't want to send a message. I was afraid of the last few months; we've sent the message that that we're an opposition it just because we're an opposition to this particular proposal, that implies that I am against the IFR or their intent to ensure sure that racial equity is more of an active part of the Council discussions, which I certainly agree needs to take place so I want to provide a positive solution and not just oppose their' s so to that end, I want to make the following proposal for the Human Rights Commission to consider so I propose that we recommend to the city council that that they appoint Stefanie Bowers specifically our equity director and human rights coordinator or her staff designee if she's not able to be present. As a permanent attendee at city council meetings so that she can speak to equity issues as needed on any order of business considered by the Council, and there's a couple. I think there's a couple of benefits to that. One is that it allows an immediate expert voice to speak to these issues and assist Council. That way, I think, has an advantage that she can speak to any agenda item. Not just those specifically related to the resolution in support of Black Lives Matter. This will hold Council accountable and assured that they are aware of their potential blind spots. Particularly on issues that may not seem like equity issues on the surface like things like housing or zoning or approving new developments and she can really speak to those you know and she can speak the equity issues in addition to Black Lives Matter or to race, such as LGBTQ or disability issues, particularly in housing and zoning. I think a lot of times those issues get overlooked because they don't seem on the surface to be something that's that is equity related but having her permanently at the meeting, to be able to speak to those will assure that that those issues get raised on any number of issues. It's also consistent with the equity toolkit that the city has already committed to and that requires all issues be viewed through an equity lens and so having her present withheld to make sure that City Council members that they have a subject matter expert there to make sure that there they are considering that and they're being true to their commitment to that toolkit and I think that if we present something like that, that would allow these conversations to get you know, to get mentioned more and more present in in the Council that I think they, I think the Council be would be receptive to that kind of recommendation, so that's my, that's my kind of my proposal, I think that it would be a way to address some of the things that IFR is looking forward to somebody to speak to these issues with more directly at Council meetings and I just think if so that's my proposal, I would be curious about what your thoughts are or if there's any questions.

Noemi Ford: I'm assuming Jason, you would have made the same suggestion had IFR actually not proposed this idea because you're recommending Stefanie for related human rights issues. To be available to dress. You're not specifically finding this is an answer to the IFR request.

Jason Glass: I think to answer your question, I mean, I don't know if I would have proposed it I know if I would have it would have popped in my head. I mean, I think it's a good idea regard, I think it's a good idea to have this irrespective of IFR his proposal, I just think it's an alternate proposal in my mind that I think, you know, can be something that that would be really beneficial to counsel and avoid some of the some of the concerns that I'd have around this. I just, I think highly of Stefanie. I think that in her role with the city and her area of expertise. I think it allows for a lot even more discussion or, you know, and allows her to be able to speak to and hold the Council accountable on more issues and in a wider scope, even then what the IFR would be asking for.

Mark Pries: I appreciate work on this case. Now I'm sorry we don't have your recommendation and it so I could read it and think about I and I'm going to suppose definitely that you're always available to the city council and that they should seek you out. My concern is the issue before us is not simply equity issue the forest is race and the implicit bias within our systems and I appreciate what I was trying to articulate and I'd like to keep that focus don't mean to diminish any other matters related to equity but I do think that the zeal in this on my notes. I think they should be encouraged with their focus. And I think the City Council. Needs to pay attention. What I think that the determination to have someone with a voice there. I don't like the word watchdog but God make sure that this is a for them and I think we put Stefanie in an awkward position when we asked her to carry that torch because I'm going to suppose the Council looks as advisedly.

Mark Pries: So, what are we talking about

Cathy McGinnis: Well, we're discussing the topic. Does there need to be a motion to discuss how to respond? I mean item on the agenda is I far as request. So, Jason has responded to that. So, I guess we're talking in general about IFR's requests actually can go ahead

Ashley Lindley: Thank you. Okay, so thank you Mark for bringing that up. I would say we're basically on the same wavelength with what my thoughts were on this. Jason, I think the idea in theory is fabulous. But I would say I share a lot of the same concerns mark does I didn't mind. The term watch but social justice warrior over here. Um, I think that it is important that someone who is separate from the issue that does not have a preexisting relationship with City Council be the person that is having these conversations like that, as I have been asking. So, my concern is that as someone who is already staff to the city as wonderful and amazing as Stefanie is because we all know how much work. She does. And, and I'm sure that she would do great fabulous work. I think we need an Independent voice. And so, I'm not sure. While there could be good. That comes from this proposal if it was something that came to fruition. I'm not sure that it honors the intention of IFR and would do the same.

Noemi Ford: Yeah. Hi. Um, so I think I have three ideas just listening. And then also, I'm responding to other ideas. One of which is I want to clarify for all of us and also maybe for Roger as well. That something that was important to me to understand as well as time is that we're not stating that we, as the Commission, we agree with all the demands of IFR. We're not stating that are not be holding event. The city responsible for accepting our proposal, all we're saying by suggesting yes, they should have a seat is that we value the room for identifiers voice to be given time physical space and time at the table. So, in a way, the city can still say no, thank you to us. We're not crossing any boundaries. We're not doing anything out of our rules by saying that and that statement going along with the fact that, as the Commission, we released a mission statement regarding black lives matter which we can go through again. But we spent I don't know, many hours already very carefully wording it we have made multiple times statements in that statement saying that we support a smooth resolution, but also a collaboration and a discussion and improvement of police and community relationships. And here is this letter from IFR stating that they're not allowed to participate all they're getting

right now is that they're getting a participation by public comments only what was their whole demand for what was the weeklong protest. What was all the people who physically got injured and emotionally, not to mention the mending if not to have their voices heard. And right now, this is October, and they're telling us that no one's actually sitting down with them. So, I think that if we don't make a statement to support it, they have the right to be there. We're not only betraying our mission statement we are betraying all the people in the city who are being heard from what is the reality of the police and the community in 2020 in the United States and in Iowa City. I think it's the least that we can do is to ask them to have space and time for healthy resolution and this question. I'm not sure if I'm yeah, I guess that's it.

Mark Pries: I think it's important also for me to affirm what Jason has said about whatever we look amend supposing we bring some kind of support for I for our recommendation is subject to IFR to organizing and having some means by which they articulate who they've chosen to be there. That's a voice for if I think that makes some sense. Thank you.

Cathy McGinnis: So, I guess I just wanted to kind of, um, well, any a couple of things. First of all, I think that I really want to thank you, Jason for putting the time and effort and thought into coming up with this potential solution. I think you've kind of looked outside the box at what's been requested and gotten a little bit creative about a way to potentially meet the overarching goal and I really appreciate that. I do support the idea that Jason has put forth because I do still have some of the same concerns that I've raised last couple of times. You know, we've heard here tonight that nobody is speaking with IFR and they're not having a chance to raise their concerns and that is not categorically true they've had many meetings with city council members. Now I understand that they don't feel like they have had enough of a platform or enough time or enough meetings and that that may very well be true. But to say that they've had none of that no one's talking with them is not fair to council because I don't think that that is what has happened.

Further I continue to have a concern with placing IFR the table because of the way that IFR has publicly address some of these issues. Including a current recent posts that they've put on Instagram basically threatening the city council that if they don't get exactly what they want, they'll show up at their houses again and things like that. So, when I hear messages like that coming from is far, it does not make me feel like they actually want to have a collaboration with city council and therefore I am very reluctant and unwilling to recommend that they have a seat at the table because I don't think that's the right attitude to approach that with. So that's my two cents.

Roger Lusala: Well, I was in here for the previous discussion, but I'm just trying to get some clarification for my understanding from Aaron's letter well written, is that the Iowa freedom riders are only asking to be at the table. When the Council's discussing the resolution, nothing else. That's pretty much it. So, they're not asking you to be voting members, you're not asking to be a big consummated. The only asking to be there when the resolution on the agenda for the Council. Um, yes. I like Jason's proposition about Stefanie being there for all the other matters that involve equity and disability because they can always call Stefanie in because she's a staff. Just the same way that they have Geoff there all the time for the meeting if they're discussing. If they are discussing issues, that have to do with the roads, they usually call the city engineer to ask questions. I don't know what's the reservation is to have a member of the Iowa Freedom Riders present when discussing the resolution that they actually brought up to the council to adopt. I know, believe me, I know that tactics are not always the best, and I know you don't present every last black person in this town but the reason this resolution was adopted, it was because of the Iowa Freedom Riders demand. So why not invite somebody from the IFR when that's getting discussed so they can be the person because you can have an opportunity to ask question. Instead of only having the five minutes for the comments. So, it's not really a conversation that doesn't matter. So, I'm just trying to understand as efficient in that piece because if the council were discussing a high riser going up, down, down they will invite an engineer from that company to answer

question. So, if they are discussing the resolution, why not have a representative from the Iowa Freedom Riders to answer question. Maybe I missed the first discussion that this will do we address.

Noemi Ford: Thanks. Roger. I'm very curious to hear what other members in the Commission would answer to Rogers question of why not my other reaction was just a reaction to what Cathy said about the social media statement. I'm not on social media so I didn't see that message and I don't know the exact content, but I have had two reactions to what they're suggesting that they would do. Basically, they said they could go back onto the street and I don't think that's a threat. I think we live in a free democracy and people have the right for freedom of speech. I'm not sure if it has to be attract and I think they got into quite a lot of political discussion even about the idea of is it right for protesters to take the street, but they wouldn't have to take the street if they were given a seat at the table. They might disagree on that. But I'm curious if anyone has answers to Roger's question, the ones who may be not supporting this proposal.

Cathy McGinnis: I can speak to that, first of all, I just wanted to say that my objection to the post was not about them, saying that they would take to the street. It was about them specifically saying we will come to your houses which I see is very different than taking to the street. And I have a really a real different feeling about the appropriateness of that versus a public demonstration, so that that's the difference there. But my reasoning all along has been that while we may ask, Roger, you made a really good point that if there is a topic that they needed sort of an expert opinion or an or information from an outside source. They have someone come and speak to counsel and they have them available to answer questions. Those are typically done in more of like a presentation type format and what has been requested. Here is a regular seat at the table where they are able to engage and weigh in on any topic, having to do with one of the resolutions which I see is very different. And I see it as something pretty different than what has been done before to spend equated a little bit with the student government representative that's there. But I don't think that's something that we regularly do with other topics and with other organization. So, that's part of my objection to it. I guess that it is a really different level. I think that if they were called in by the Council and asked to present on an issue I feel confident that they would be happy to do that and I think that comes from those that they would be willing to do that. So, I don't see that as not being available for them. But that's my thought on that.

Jessica Andino: I'm going to speak to what Roger was saying that, you know, they can have individuals come in and talk about specific issues and maybe this is a Stefanie question or even maybe potentially Geoff question, what is the capacity in which a city council member may request information from experts, which IFR could technically be an expert on their own resolution. And what about just the encouragement of city council members to engage with these experts, instead of having this formalized process, which I've actually always supported, but now don't see much support for and I'm just trying to get at least the most representation possible what Stefanie would be the process in which may or may Rotem or any council members could engage with these experts have IFR pertaining to the resolution without having this participatory seat.

Stefanie Bowers: I don't think I could answer. That's probably a question for Geoff or somebody on the Council.

Jessica Andino: Because if we could write a letter that is encouraging of them to at least actively engage, which is what our letter to and in support of IFR and black lives matter primarily talked about, which was, you know, engaging between groups assisting government and assisting the groups equally or, you know, to have hopefully a benefit to marginalized populations. Maybe that's the route we need to go in order to have that HR CB supporting of something I really think it's going to be in bad taste the Human Rights Commission does not support anything besides just writing a Black Lives Matter statement.

Jason Glass: So, I got a couple things. So, Jessica I think makes a good recommendation that I would be perfectly comfortable with putting something to the Council that encourages them to hear from IFR when they're discussing the solution. So, whether that's through that's in addition to public comment, like, making sure there's a comment period before they discussed that particular agenda item or allow some dialogue back and forth as they would with an expert my specific objection is around this formal non-voting role that would be a you know a permanent kind of seat on the Council as a non-voting member that that comparison has been to the UI representative and you heard from my objections to it. That's where I saw that position, different from UI position because they have a huge constituency, right, that they that they can clearly show that that person represents all their students because they have a process for selecting it and it's a broad base of support. So those are the I know that was in my kind of statement about where my objection still was with you know, recommending that IFR have that formal seat. As far as the you know the Stefanie, you know, issue is that what you're right I mean they can call it Stefanie anytime they want, you know, or asked her to be present but she hasn't been. And so, what we'd be recommending is that we really want to make sure that's more formalized that's not just a on call resource that it's an ever present resource and more to me, I would compare it more similarly to like the city attorney who was always on the city council meeting and will interject oftentimes, to make sure that they're considering legal issues that they may be unaware of or that need clarification because that's not the area of expertise of people on the Council and I think that's very similar with what I would see Stefanie's roles that she's the city subject matter expert in equity including race and, you know, but all those other categories as well and that having her as a as a constant presence would make sure that you know that those are getting addressed. You know consistently and not just when they think of it, or when they because there's plenty of times where that may not be top of mind and that should that in and somebody in her role can make sure that's happening.

Ashley Lindley: I think, Jessica brought up a really good point earlier and I think the key word here that really stood out for me was engagement. I think that I see a lack of continued engagement as this process goes on, and I think I had not seen Cathy, the Instagram posts. So, I actually pulled it up because I was curious about that language as well. If no one mines I'm going to recite it here for a moment, just the portion that it looked like Cathy was pointing out. I'll paraphrase the first sentence for you here. So, it doesn't. It makes a little more sense out of context. *If we don't see the types of plans. These types of plans built into the upcoming budget and now it's an exact quote, we're going back to the streets back to their houses and if it's too cold will be in our cars for a caravan protest,* so in my opinion. Personally, I don't see that as a threat. I see that as these are the things they did. That truly got the city to start paying attention and to really engage with them. I think it's a list of what they are seeing as the action that they took that actually spurred the most engagement with them for people to start listening on the issues. When they were doing protests in the streets when they went to council members houses to start talking to them. I think that I mean as public figures there's a reason. Some of us might not like it, but there's a reason why all of our information is public, people can go to our houses, they know where we live. It's listed on the city website. And I think that if this is what it took to get those conversations to happen. I personally am not going to hold it against them if that's what they feel they need to do to continue having open, honest truly engaged dialogue with the city to keep things going the way they are.

And I think Roger brought up a really good point. I think that this is not a permanent seat or voting seat that they're asking for. They just want to voice at the table. And I think as Jason brought up in his proposal with Stefanie that we do need a person someone to be able to address issues of equity when those conversations are being had at city council and right now. What's truly been the focus. I think over the course of this summer. And now leading into fall is that we maybe aren't still truly seeing that when it comes to conversations about Black Lives Matter and I would like to have someone and maybe in some other, more broad proposal that person is Stefanie in conversations, bringing up issues of inequity and injustice, particularly racial injustice. And I do just think that if that person is someone who is not tied to the city in any

way, we might be able to not be limited, and just having the discussions that city council or we here on the Commission are comfortable having because as we have talked about in previous meeting some of them that have gone, I think, went really well. These conversations are uncomfortable, and they're meant to be because change is uncomfortable, and change is hard. So, I just wanted to bring that up.

Mark Pries: What the recommendation, I think I can find it again. *Be it resolved that the Iowa freedom riders have or having organized and named a representative of a seat at the Iowa City City council meetings to participate in all topics related to the Truth and Reconciliation Commission subject to the mayor's direction.* I offer this because I want something particular for us to talk about rather than been all over the map. I welcome a second.

Cathy McGinnis: Are you making a motion?

Noemi Ford: Could you read that one more time please.

Mark Pries: I'll send it to Stefanie, so maybe there's a chance that she can put it up on the screen.

Cathy McGinnis: OK.

Noemi Ford: So, I'm confused. I think Mark just proposed is really what they're asking us to propose and then can someone.

Stefanie Bowers: I think Mark is saying that there is a discussion without anything being put on the floor in terms of Roberts.

Mark Pries: Protection, but we're having so many things on the fringes, and I was trying to get everything to call us rather simply and I appreciate it so many things that Jason provided for us in that necessity that we needed to include in that, but I also was well, I'm very concerned that we as a Commission can't push this down the road anymore. We need to do something. And so, this was my attempt to do something, but it will die of lack of second and that's Robert's Rules.

Noemi Ford: I'm totally confused. I don't understand them or what we're supposed to do, but I would like to have an end to this discussion about this topic and I would like to see if we can vote on it. I don't know what that officially what has to be said or who has to say what to proceed.

Noemi Ford: Second.

Roger Lusala: Mark just made the motion and I think on Noemi. So my, I would say, I'm in support of this motion because it not only shows this Iowa Freedom Riders but we as a Human Rights Commission, we supporting this mission and for them to be there only during this discussion of the resolution, I think that's why they're asking on this letter. The council can always vote it down if they don't want it.

Bijou Maliabo: I'm sorry, I apologize, but I don't understand is Mark's motion to support the decision or the motion to move on from it?

Cathy McGinnis: The motion is to support the recommendation to the Council to allow IFR a seat at their table.

Bijou Maliabo: Like why they were asked?

Cathy McGinnis: Correct.

Mark Pries: But it was subject to their being organized and naming someone and there's also something to the mayor's direction.

Bijou Mali: Okay, thank you.

Stefanie Bowers: And I'm working on getting the motion on the screen so everybody can read it.

Ashley Lindley: I like the idea of what you're doing. Mark, I'm a little concerned by two specific choices of verbiage in there. One of them is get organized so what does getting organized look like because something that I've seen a lot of proponents and these conversations. Push is the idea that if IFR become a 501 C three or some sort of nonprofit to have a formal system of organization which can be construed by some as a counter to the idea of the essence of who they want to be. And I don't know that's necessary for them to be able to have a viable representative and singular voice that comes and sits with the city council at the table. So that was my initial concern. And then the second was that you specifically made it a point that conversation would surround, or they would be brought in. That it would be in terms of all topics related to the Truth and Reconciliation Commission as opposed to the 17 point resolution, which was really a joint document between IFR initial demands and the city council. I feel like that could potentially be limiting in scope, which is a little bit of a concern for me otherwise. I could see myself being swayed to be on board with that potentially

Mark Pries: Right so quickly. I was responding to having organized. I wanted it very nebulous. I don't care how they organize just want them organized so we know how they're naming a representative as far as the 17 points are Truth and Reconciliation Commission. I'm sorry. I thought they were synonyms. So that would be a friendly amendment.

Ashley Lindley: No worries.

Jessica Andino: Yeah, my main concern about this motion is that it is only in relation to the TR and the TR is one point of the 17 points and I think that's where the sticking keeps happening is that the 17 point, they're very encompassing of housing, of health of many other different areas. That are not just the TR. So, I know that actually you had mentioned it. So, I greatly appreciate that and so, as it's worded right there. I did. I definitely would not support this. We already have a TR will have a representative for that will have a whole Commission for that. That's not needed. So, I need to see word edge of whatever is being put on there to even consider this motion. And participate in all topics related to the 17 point resolution are generous resolutions, subject to the mayor's direction. And I would also propose having it be voted on annually every six months. I know that Aaron Paige is not in favor of a term or term limits or anything of the sort. But I believe that there should be some sort of verbiage about time.

Cathy McGinnis: I think his letter even suggested that actually didn't it.

Jason Glass: My concern with, as I said, I certainly wanted to be able to push the city council to make sure that they are engaging with IFR so it to the extent if that is not happening, you know IFR letter, and I don't know not having heard from Council about what their perception of how much engagement there's been. I want to be careful that I'm not taking that as a single point of truth. But I would want to recommend them to, to the extent that they have not engaged with the IFR that they do so that they absolutely should be engaging with them on the continued work to address the resolution and the contents there and I'm worried that what Mark

is proposing overly vague so that it's, you know, to add to Jessica's point. I mean, you could interpret many of those points and that resolution to cover almost anything. It's on the City Council agenda. So, it's not it's not as limiting and it's in scope as it could be. And I don't want to set up just future arguments about what's in scope and what's not. Because I think that'd be difficult. Mark's recommendation is that it was kind of contingent upon them having organized a named representative, I would prefer them to see them take that step and then we support them in that, as opposed to supporting them before they've done it. In fact, the Aaron Paige letter sounds like that's very much something they're against doing so to put a recommendation to say that, you know, if they're, you know, contingent upon them doing those things which they've already stated, is not something that they're in favor of at least currently. So that's my issue with the recommendation as worded.

Cathy McGinnis: Just to clarify. I want to make sure I'm following you, but when you said that there are things that they're very much against doing you're referring to forming a formal organization.

Jason Glass: I think his term was like trying to push the boundaries of democratic process or something like that. So, he was kind of arguing that it actually mentioned this, too, is that they're taking this they have taken an approach to say we don't want to form a formal organization or a point leadership that's not the way we want to operate, which I totally respect that they can operate however they want my issue is that without some of those things. It makes it difficult to appoint somebody from organization that is that nebulous.

Cathy McGinnis: Okay. Thank you. Appreciate that.

Noemi Ford: I like to hear from the people who are still with us who are not members of commission to comment to this discussion, like the IFR representatives or if they can answer some more questions

Cathy McGinnis: Here so I haven't seen anybody in case they wanted to speak.

Noemi Ford: I don't think we should wait until they create a position, or they can get a position tomorrow. I don't think that we should expect them to create a 501C3. I'm in the middle of trying to create a 501C3 with four other psychologists, it's a pain in the butt. That should not be a requirement, you need a lot of things for that and it does sound like a systemic racism issue when we're requiring a formal organizational format. It does stink like this is just obstacle. I'm sorry for my verbiage here. I find it kind of very maddening actually, these are the details of it were debating. But I do agree with all the people who spoke before me about the verbiage changing in Mark's proposal. Obviously, he didn't, that the Truth and Reconciliation wasn't a formal name. I agree with what Jessica. I'm wondering if Mark was would be happy if they could just say a formal title of the individual who's in then they don't have to name who that person fulfills that title that can be up to IFR to decide who they want to name. Let's say that either the director of IFR Iowa City and that person that can be whoever they choose to be and if that is organized enough format.

Mark Pries: I intended it to be very nebulous having organized. I don't know where the stuff came from. That's not in this recommendation, all I wanted them to tell us is who your representative is so just tell us who it is. Somebody's got to organize.

Ashley Lindley: So just to clarify a couple of points based off of what Jason had said, and I think Noemi raised some good points as well. I personally would say they have already done a level of organizing, we have seen consistent representatives from IFR step up to the plate to have these conversations with city council with the UI Center for Human Rights as a part of the working group that Jessica and I both sit in on. I think they have done a level of organizing and I do agree with Noemi that it seems a little exclusionary that we would require something significantly more formal just to be a part of further conversation and clarified engagement on

something that they brought to the table with city council in the first place seems a little silly. And I think, so long as they continue to have a consistent representative or several consistent representatives to me that specifies. They do have some sense of internal organization; we of course don't see what they do. But I know it has been brought up at some of our human rights working group meetings I actually believe Aaron said just this week or the week before that there are talks within IFR to create more structure within its structure. I don't think that's going to require any sort of formal organizing into a nonprofit or for-profit organization, one way or the other. I do think that it. I remember concerns that were addressed because of the lack of formal nature of their organization that it was too informal that we wouldn't know who is supposed to be coming and sitting in these seats and who wasn't what did they do in the organization. But I think they are starting to work out those kinks themselves. And I know that Aaron maybe didn't mention this in his letter, but that is information that I don't know if Jessica was at that meeting or not, but I would at least like to say information. I was privy to from some of those discussions we've had.

Jessica Andino: Yep. Same here.

David Drustrup: Thank you. And thank you all for taking so much time and energy to discuss this really appreciate it. And, you know, Ashley touched on a lot of what I was going to talk about and Noemi, I think you said it right there we think we have internal structure and we do. I mean, we feel pretty comfortable with who is sort of making decisions and those types of things. And who is leading the movement for lack of a better term. But, you know, if it is something like external structure that you all need, or City Council decides is going to be very important. We really respect that, and we are open to it. Jason, I'm sorry if I ever give you the impression that we were not open to that. That's certainly something you know we heard your feedback. Last time and had been thinking and talking about it. Talking with Aaron Paige a little bit just our sort of legal help around this. We became aware of some of the some of the hurdles that come when you organize in certain ways. But again, we are far from experts on this. And so, we're really open to your feedback or help even if you want to sort of suggest things so we could organize in a way that makes you feel comfortable with recommending this, but it is something we've thought about in a very open to I'll leave it there for now. Thank you.

Mark Pries: I just when I said, having organized that could be past tense. It could be. Now that but I appreciate what David said, you know that they have this internal organization that satisfies me I can delete the little phrase, if you want to. So that, but they're the ones that are going to name their representative. I think that was also a muscle in the recommendation that I intended, regardless of my intentions. I want to move this on very much. So IFR have a representative is fine with me.

Jessica Andino: Since we're in the spirit of engaging and we have David here as a representative of IFR, I would like to propose the question to David specifically, or if anybody else here is a representative IFR as far as it's written on the screen in front of you. Would this be something that you would be supportive of the HRC supporting

David Drustrup: Yes, absolutely. Thank you for asking that. And yeah, I think that this looks great. Let's cover is kind of all the things that we had talked about and input from your discussion from last time. So, this looks great. Thank you.

Jason Glass: Sorry, the only the only one thing I want to add is to Ashley's question or Noemi's comment about what it seems like we're having some contradictory information because I hear something like actually saying they've been very engaged in their meeting on in multiple places with the human rights commission with the UI Center for Human Rights, and with all these different places, but I hear that they don't, they're not being

heard and they're not being engaged with. So, it seems like those are two different messages to me that you know they're not. They don't have a voice. They have not been heard. Or they've not had the opportunity to engage with face things and then I hear, but they're doing all these things. So, it kind of seems. I'm confused about you know what that really looks like. And I know from Aaron's letter. I mean, he clearly states that they didn't believe that the IFR has had, you know, has been engaged with in any meaningful way with the city council, not in a way that's acceptable to them so if we're talking about that. There they don't have a voice, are they, do they not have a voice. Are they not getting the outcomes that they want.

Ashley Lindley: I think I will leave David to cover the bulk of this, but I would say I think you answered your own question when fading specifically in that second to last sentence. You said that you said towards city council. So, they are having conversations with other Community Partners, mostly, I think, is David previously mentioned, to get a system in how to better communicate or better. I don't say better market for lack of a better word, better market their ideas to the community and help garner allies to get these resolutions that the City Council has agreed to pass. So, like I said, I will leave David to hash out those details, but I would say it's the difference between being able to have open engaging conversations with community partners versus what city.

David Drustrup: Yep. And what Ashley said is very much true. I think we've had a lot of success, talking with community partners and organizations and individual folks. But it's very, very hard to get meetings to city council. So, to address what Cathy said earlier. With the lesson we had formal meetings city council was back in August, despite you know going to all the listening posts and having frequent attempts to talk to them and inviting meetings pretty frequently. Every time we sort of send the materials we invite for the meetings and discussion and the best we've gotten is a little bit of email contact with one and a little bit of one on one time when I stay late after the listening posts. But besides that, it's no discussion. And I think what we talked about last time was an important point, Jason. It's not that our voices aren't being heard. There's no conversation. And without that conversation. It's just been really, really difficult to see momentum on these issues. Thank you.

Roger Lusala: Thank you, David. I think that just clarify. The question that we all had I think this recommendation will endorse that they be at the table when they are having the conversation. So, I think that's more important document to the policymaker instead of just talking to all the Community Council.

Cathy McGinnis: So there is no further discussion.

Jessica Andino: I motion to approve the changed original motion from what Mark had originally proposed, which is written on the screen in front of all of us. So, this is the formal motion to approve said wording.

“Be it resolved the IFR, having a named representative, have a seat at the IC City Council to participate in all topics related to the June Resolution subject to the Mayor’s direction. Voted on annually.”

Noemi Ford: I second.

Cathy McGinnis: Alright, are we ready to take this to a vote. We've had quite a bit of conversation about it. Unless anybody else has anything to say? All in favor of adopting the recommendation and as it stands on the screen right in t the edited version.

Cathy McGinnis: I'm say no. Any opposed, same sign.

Jason Glass: Same for me.

Motion passes 7-2 (McGinnis & Glass in the negative).

Truth & Reconciliation Ad-Hoc Committee: Applications for this committee are due by Tuesday, November 10 at 5pm. Commissioners can apply for the committee because it is ad-hoc. McGinnis mentioned that there was one Commission member that was interested in serving.

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

Screening of White Privilege or Cracking the Codes: The Commission has access and approval to Cracking the Codes because The Center has a copy that can be used by other Departments for a community screening. Staff will check on getting permission to hold a public screening of White Privilege 101: Cracking the Code

Human Rights Awards: Honorees have been selected by the subcommittee for 2020. Staff will work on promoting those selected for the awards.

Subcommittees: Staff can assist with organizing any events/programs/conversations committees need in order to fulfill their goals. Lusala will join the Anti-Racism subcommittee.

Social Justice Racial Equity Grants: Pries, Andino, and Lindsley will present on the process for the grants for this funding cycle via Zoom. Two sessions will be held to accommodate different schedules.

Commission Public Notice of Agenda and Packet Sign Up: Staff went over how Commissioners can sign up to receive monthly packets each month.

Reports of Commissioners:

Andino, attended the Implicit Bias Training Sponsored by the Office of Equity and Human Rights as did Pries.

McGinnis, and Glass, attended City Council Listening Posts as it related to Police Chief selection.

Maliabo, has been supporting immigrant and refugees who have been displaced by the Derecho in the Corridor.

Meeting was adjourned at 7:24 PM.

Correspondence



FY20 Social Justice Racial Equity Grant Report

Inside Out Reentry Community (IO) received Social Justice Racial Equity Grant funding in 2020 to continue our impact in the Iowa City community through public education and awareness of the issues of incarceration and reentry. As a part of the funding, IO will host a quarterly forum series oriented around reentry, cultivating a supportive community for returning citizens, and offering educational and empowerment opportunities for returning citizens directly. Three of the forums are designated for the public, and the fourth will be for IO members directly. We are expecting to serve at least 200 people across the 3 public events. To measure performance, IO is tracking the number of attendees and feedback through surveys at events.

Program and Activity Progress:

First Quarterly Forum: Women in Reentry Forum:

On Thursday October 22nd, 2020 from 12 - 1:30 pm, IO held a virtual Women in Reentry Forum. The forum explored the gender-based inequalities and challenges women face both within the criminal justice system and when returning to the community. The forum featured a presentation by Michelle Daniel Jones and a panel of formerly incarcerated women and reentry service providers. The speakers and panelists emphasized the importance of services developed and led by those who have experienced reentry themselves and offered reentry alternatives and ideas for growth. All panelists and presenters at the event were formerly incarcerated women who now advocate for other women in the system. We partnered with the University of Iowa Liberal Arts Beyond Bars Program, and University of Iowa Center for Human Rights for this event.

Keynote speaker Michelle Daniel Jones is a founding member and chairwoman of the board of Constructing Our Future, a reentry alternative for women, created by incarcerated women in Indiana. In her presentation, she shared the mission of Constructing Our Future, the importance of having incarcerated and formerly incarcerated women develop the program and serve on the board, and examples of their reentry programming. Michelle described the educational components of their program, which involves connecting participants to higher education and training in various trades, as well as promoting connections with natural allies.

The Women in Reentry Panel followed Michelle's keynote, featuring panelists Lisa Smith, a Certified Alcohol and Drug Counselor and Peer Recovery Specialist, Deb Theeler, a reentry housing services provider, and Heather Stanfield, a college student and criminal justice advocate. The panel was moderated by Michelle Heinz, IO's Executive Director. During this discussion, the panelists shared the limited reentry preparation they received before they were released, their challenges in finding employment, reacclimating to the outside community, reentry alternatives in Iowa, and how they support other women in their reentry.

Inside Out Reentry Community

500 N. Clinton St.
Iowa City, IA. 52245
(319) 338-7996
www.insideoutreentry.com

The panelists emphasized the need for more therapeutic options while incarcerated and during reentry. They shared their feelings of loneliness once being released, since prerelease they were surrounded by many women who act as a support group, while post release they are denied the ability to maintain these supportive connections. One clear topic the panelists agreed on was the importance of having a mentor and felt that a mentor was especially strong if that person experienced reentry themselves.

We had a total attendance of 83 individuals. The attendees were engaged by submitting questions following the keynote and panel presentations. We did not have enough time to answer all of the attendees questions. The webinar was recorded and is currently being edited to post on IO's website for those who were unable to attend.

Survey Results:

A survey was emailed following the event and was completed by 29 individuals. Overall, we received positive feedback on the event. 100% of respondents either agreed or strongly agreed that they learned about reentry alternatives and opportunities that we can employ to improve the lives of women in reentry. 90% of respondents either agreed or strongly agreed (and none disagreed) that they had a better understanding of the gender-based inequalities and challenges women face both within the criminal justice system and when returning to the community. Attendees were asked to rate on a scale of 1 to 5 (5 being the highest), speaker Michelle Daniel Jones and the average rating was 4.5. They were also asked to rate the Women in Reentry Panel and the average rating was 4.5. 86% of attendees agreed the event was well organized, and none disagreed. Multiple comments highlighted how the attendees appreciated hearing the women's stories and experiences.

Conclusion and Next Steps:

Overall, the first virtual forum was successful and well attended. Additionally, feedback from the surveys collected was helpful for future event planning. IO has two more public forums planned, one focused on justice impacted youth and their unique experiences and re-entry needs, and one on the impacts of incarceration on families and children. IO is also planning a forum focused on entrepreneurship training for formerly incarcerated individuals, which will be specifically for IO members.

Iowa City Human Rights Commission:

We are grateful you awarded us \$18,000 for FY21 in the form of a Cultural Activity grant, to afford our Chronically Mentally Ill clients social/cultural/therapeutic opportunities to be out in the community or in other communities which they would otherwise not have available to them, or be able to afford. Our regular agency programming includes Outreach, Housing, Intensive Psychiatric Rehab (IPR) and Day Hab programs. All clients are eligible to participate in the Cultural Activity and Event program.

Unfortunately, by the time this funding was received by our agency, our community (indeed, the whole world) was under siege from the Covid-19 virus. The first priority of our agency was to change our way of doing business in delivering services to our client population, considering their disabilities, needs, safety and security (as well as the safety of our essential employees on the "front lines").

Subsequently it took some time for managers, supervisors and staff to cope with the challenge of providing these new events/activities opportunities to our clients within the context of the coronavirus environment. This made us get off to an unexpectedly slow start in using this SJRE grant funding for our clients.

Our agency personnel has proceeded to create new, alternative activities for clients, utilizing this funding, by way of new outdoor events, arts, park picnics, explorations to the apple orchard, games and more. All clients (and staff) are prepared re PPE each time, and all plans include social distancing and hand washing.

To-date we are below budget in using the SJRE funding by just over 50%, due to a late launch of the grant program. See the attached lists of costs incurred so far. We believe we will "catch up" in using this funding in the next couple of months, now that we have begun planning larger and costlier outings. We have become more confident in our approach to client and staff safety on a regular basis now, and consequently are more confident in what we can safely provide in terms of activities and client events.

Coming up soon we are planning a Christmas event in early December at the new FilmScene (Chauncey Building), with a custom-chosen movie (our choice) plus snacks, and having all 3 theaters to ourselves on 2 or even 3 different days. These are somewhat extravagant events (few audience members are allowed in any theater at once, even in the largest theater, due to FilmScene's cautious approach to distancing), but these outings replace multiple Hancher concerts and plays, and many other pricey activities that are no longer an option. We are greatly looking forward to being able to offer these opportunities our clients. In a sense, it is our good fortune we have this SJRE funding to help our clients during a period in history that is so psychologically/emotionally hard on so many - specially on these citizens in our care. They need this. None of them have been in the Chauncey Building, a new venue in Iowa City. In essence we are providing a mix of less costly activities (picnics, orchard) with perhaps slightly

more costly events than we had originally thought - such that it will balance out evenly by end of the program.

And since our clients love movies in movie theaters, we will also be taking advantage of special rates at Marcus.

And we have other new, creative ideas we will also host in coming months, putting this funding to good use entertaining, stimulating and rewarding our clients (rewarding them for simply being who they are as deserving individuals) - and making their lives more fun and positive in these challenging times we all face.

Attached is a summary of our costs so far, with invoices attached. I am happy to provide more information as needed or to answer any questions.

Kind regards,

Carla J. Phelps
Director, Grants & Development
Successful Living
Iowa City, Iowa 52240
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Web: <https://www.icsuccess.org/>



“Be the change that you wish to see in the world.” - Mahatma Gandhi

TO: Iowa City Human Rights Commission

FROM: Jennifer Sherer, Director, University of Iowa Labor Center

DATE: November 1, 2020

RE: June-October, 2020 Progress Report: University of Iowa Labor Center Corridor Apprenticeship Opportunity Network

The University of Iowa Labor Center's Corridor Apprenticeship Opportunity Network links unemployed or underemployed Iowa City residents from underrepresented groups with opportunities to prepare for and enroll in Iowa Registered Apprentice programs in skilled construction trades.

Starting in March of this year, all events and courses related to this project were converted to online formats due to COVID-19. We held two online orientation webinars in the summer (recording available at this link: <https://www.youtube.com/watch?v=v6xwETmNq6I>) and participated in events like the Iowa School Counselors virtual annual conference to distribute information about the program, while promoting the program heavily through communication with local nonprofit partners and via social media advertisements and circulation of digital fliers (example here: https://laborcenter.uiowa.edu/sites/laborcenter.uiowa.edu/files/lcqptwoweekprogram_-_nov_2020final_0.pdf).

We held two online six-week sessions of the apprenticeship readiness course during the summer, one accelerated two-week course session in October, and will hold a second two-week course in November. A total of 22 Iowa City-area residents were among those enrolled in these courses, and over half of were members of underrepresented groups targeted for recruitment to the program, including 7 women and 16 participants who self-identified as Black, indigenous, or people of color (13 Black, 2 Latinx, and 1 Native American).

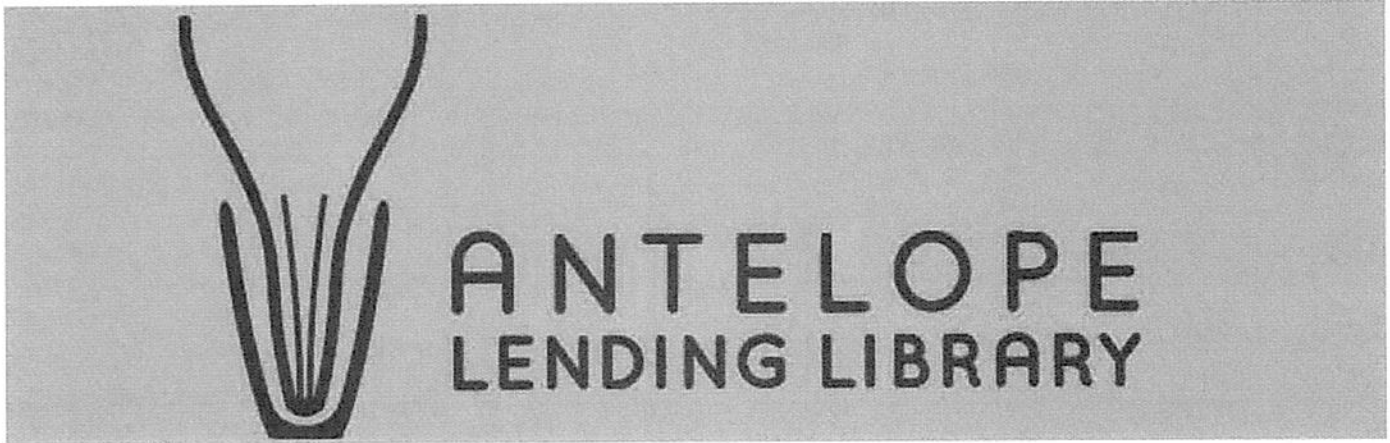
We launched Zoom gatherings for the Iowa Women in Trades Network in July, and have since held monthly Zoom meetings in August, September, and October. This network so far has engaged over 40 total women, including 8 course graduates or apprentices from the corridor area.

Starting in October, we initiated monthly follow-up Zoom support sessions for course graduates with a focus on providing support for first-generation immigrants, women, or BIPOC graduates who are in the process of submitting apprenticeship applications to training programs or preparing for interviews with contractors or training programs.

We are on track to meet or exceed each of the goals set out in our proposal:

-Reach 250 workers through outreach and recruitment events -- Status: in place of in-person events during COVID-19, orientation webinars held online reached 22 people when held live and were subsequently posted for viewing on our web site and youtube channel where an additional 88 people have viewed the session so far; online marketing of the program during COVID-19 has reached several thousand people via social media advertising.

-Enroll at least 60 local residents in our apprenticeship readiness course -- Status: shifting to online course delivery during COVID-19 has meant that each course is open to participants from a wide geographic area rather than convening specific local cohorts for one location; we continue to draw significant participation from Iowa City residents in each online course due to strong relationships with local community partners who promote and refer clients, students, or members to our program. Since July 2020, 22 Iowa City-area residents enrolled in online sessions of the apprenticeship readiness course, and



November 2020

To Whom It May Concern:

Thank you so much for this opportunity! This funding has been invaluable during a year full of changes and uncertain times that have required a shift in how we provide services to the public. While the purpose of our service has remained the same, just like many organizations we have had to figure out how to reach our patrons and families in a safe, socially-distant way. Having this funding secured gave us the resources required to focus on how we could turn services such as our Summer Sensory Stop into no-contact outreach.

In March, we suspended our in-service bookmobile stops due to the COVID-19 pandemic. We spent April and May planning how we could still provide summer services when it wasn't safe to be out on the road for our patrons and community. Ultimately, we pivoted our services into no-contact weekly delivery of Sensory Kits. These kits provided materials and instructions for families to create while focusing on activities that promote sensory processing, which is what our Sensory Stops aimed to achieve when working with autistic kiddos and their families. This sensory processing is especially vital right now with so many of our social interactions being virtual. This tactile hands-on learning is a great way for families to interact with us at home as they watch the supplemental Sensory Kit instruction videos. We were even still able to partner with local artists, groups, and businesses as we'd originally planned through this new format! It was a win-win.

The funding to develop our large print collection are being well used to add large print to our Middle Grade, YA, and Adult Fiction and Non-Fiction collections. These have been very popular among patrons—including struggling readers—who use ours free no-contact book delivery service through Antelope ROAMS (Requested Open Access Material Service).

Thank you again for the financial support this year which was vital in enabling us to ask the question of how to provide services, not if we can provide services.

Please let us know if you need any additional documentation for this report.

Sincerely,

A handwritten signature in black ink, appearing to read "C. Elton", written in a cursive style.

Cassandra Elton
Founder & Library Director
Antelope Lending Library
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Interim Report, November 1, 2020
Social Justice and Equity Grant: Social Enterprise Project
Center for Worker Justice of Eastern Iowa

Purpose of Project

Funds from the Social Justice and Racial Equity grant awarded in March of 2020 were intended to be used for specific services and items of equipment to support the newly formed Center for Worker Justice Social Enterprise, a project focused on creating opportunities for economic independence for members with culinary skill through the creation of a café. The Social Enterprise project addresses the following priority areas:

1. Community building: by providing an alternative for low-income, underrepresented and immigrant workers to showcase their culinary skills while also modeling good business practices within the community. The social enterprise has resulted in a partnership with an interfaith network of local churches to cook during community events.
2. Employment: It is anticipated that the project will initially lead to the creation of at least ten new jobs paying \$15.00 per hour at the social enterprise café. The creation of these jobs will have a ripple effect leading to the creation of numerous additional jobs as the chefs eventually set up their own independent restaurants and catering businesses.
3. Education: by providing training in food handling to minority and low-income chefs as well as education in managing food quantities and developing customer service skills. CWJ is also providing English classes, which some of our cooks are taking advantage of in order to improve their communication with customers and potential partners in the community.

Background

The first stages of the social enterprise project began in mid-2018 with the identification of a core of eight chefs who were members of CWJ. Discussions as to what form the social enterprise should take began in August of 2018 among CWJ members and consultants who could offer both technical and legal expertise in the formation of food cooperatives. Discussions continued throughout the fall, and in 2019 CWJ began to partner with local churches and community organizations to provide a space for the chefs to practice making food for customers and to test out recipes. Beginning in the spring of 2019, the social enterprise partnered with St. Andrew Presbyterian Church to conduct fundraising events in a space donated by the church. These events, which continued to be held throughout 2019 and into early 2020, provided an opportunity for the parishioners and members of the wider community to experience the cuisine of the social enterprise cooks. The events were very successful in providing both profit for the chefs and useful feedback from customers. Our plans for the future

included continuing to host similar events and making adjustments to our internal processes to increase profits and improve efficiency in preparing and presenting food.

During the spring semester of 2019, CWJ and the cooks established a fruitful partnership with students at the University of Iowa College of Law legal clinic. These students provided legal expertise and advice to CWJ in order to help us determine how to properly structure and set up our social enterprise. They outlined a number of options for the legal structure of the enterprise with recommendations regarding pros and cons for each.

Current Obstacles and Options

With the advent of the pandemic, the partnership that had developed with the network of local churches for the social enterprise to cook and raise funds during community events was put on hold until these facilities are again able to open their kitchens. In the meantime, the social enterprise is exploring other options to provide the chefs with the opportunity to prepare food for their catering services. Consequently, we have as yet been unable to utilize the funds intended to support the project.

The primary challenge is the acquisition of a licensed kitchen for the chefs to use to continue their catering activities. Options that have been or are currently being considered include:

- An option to partner with Refounders of the Mill and Save the Mill Landmark in fundraising to purchase the Mill trademark and in operating the Mill and the Social Enterprise. The space in the back of the restaurant formerly used for live music could host the CWJ Social Enterprise as we proceed with the incubator project of helping chefs develop their own restaurants/food service. This would require sharing the rent and repair costs. The future of this option is in question as limited funds have been raised to date.
- Preliminary discussions were held regarding potential use of the space in the Iowa City Marketplace formerly occupied by Lucky's. However, details regarding this option remain unclear and no progress has been made thus far.
- Our best remaining option for the near future is probably to secure a location in an unoccupied space in an Iowa City restaurant to serve as a certified kitchen for our cooks to prepare and sell food. We are currently working with the Chamber of Commerce and local business owners to explore the possibilities.

Although we feel the need to secure a certified kitchen precludes consideration of a large scale equipment purchase, we would like to have the option of making individual equipment purchases from the current budget such as a gas grill for

use at future events to be conducted at CWJ. We respectfully submit this report in the hopes of working with the City of Iowa City Human Rights Commission to determine the most appropriate use for this funding.

Iowa City Social Justice and Racial Equity Grant Update Report

Grant Recipient: Little Creations Academy, PATHS for Success

Report submitted by Dr. Nancy Gardner, nancy.hayes.gardner@gmail.com

Directors of Grant: Pastor Tony Smith, Center Director Rachael Scott

Review of Progress To-Date

The staff at Little Creations Academy was excited to receive the grant to host four parent engagement events between July 1, 2020 and June 30, 2021. To-date, two events have been held.

Event #1: The theme of the first event was **Literacy: Parents as a Child's First Teacher**. On Friday, August 21, over 50 people from both Little Creations and the surrounding area enjoyed an evening of literacy activities, food, and conversations with teachers regarding ways to support reading in the home. Outdoor activities featured celebrity guest reader, Principal Kirk Ryan, a book walk where children could win books, chalk writing, and a dental health station hosted by University of Iowa dental school residents. Inside the daycare center, families enjoyed a light supper prepared by the staff. Each child attending the event received a tote bag containing two books, a parent information sheet on home literacy activities, and the materials to do each activity. A paper was also included for children to record minutes spent reading with a parent. These completed papers could then be turned in at Little Creations and the child would receive another book. Thus, children received anywhere from three to five new books for their home libraries. Little Creations Academy also received a donation of new backpacks containing school supplies which were distributed to any school age children in attendance.

Parent response to this event was extremely positive with one parent remarking, "This is exactly the kind of information I need to know to help my child at home." Following the event, Assistant Director Rachael Scott and Pastor Tony Smith reflected with the staff on ways that things went well and where things might be improved. Overall, the staff was very satisfied with the event and felt a sense of professionalism and confidence in their roles as teachers.

Event #2: This event was focused on the theme of **Supporting STEM (Science, Technology, Engineering, Math) Awareness**. On Friday evening, October 23, eight families with children attending Little Creations Academy enjoyed an evening of STEM interactive activities, STEM presentations by teachers, and a chili and hot dog supper. With the cooler weather, all parts of this evening were held indoors. Along with the interactive activities on display, children were also able to show their parents various photos of STEM activities that had been occurring in the daycare center leading up to this event. Totes were again provided to each child in attendance. For this event, the totes contained materials for a STEM activity to do at home as well as two books. The paper for recording minutes read at home was also included to continue an emphasis on parent support of literacy.

Again, both parent and staff reflections were positive. Parents enjoyed the time spent with their children learning more about what their child did during the day. Teachers were happy to have the opportunity to meet with parents to discuss not only STEM ideas, but to strengthen their relationships with families. Reflections with Assistant Director Rachael Scott and Pastor Tony

Smith again led to ways in which these events can be improved upon. One note of awareness is the fact that for many parents, this is the first time they have interacted with an educational setting as a parent. By continuing to hold these positive, informative events, parents will see how such experiences are beneficial to their child and continue to be involved in future public school events.

Progress on Grant Goals

1. 80% of the families attending LCA will be represented at each PATHS for Success session.

Although parent representation at each event has not yet reached this level, the staff continues to communicate and encourage parent attendance. Parental notification, personal invitations, posted flyers, and offering a nutritious meal are ways that parents are encouraged to attend. Event #1 was open to others in addition to Little Creations families. Sign-in sheets show that 50% of Little Creations families were in attendance. For Event #2, approximately 60% of families were represented.

2. Parent awareness and knowledge of methods for supporting the learning of their children in the home will increase by 50%.

We have learned through these two events that parents do not return surveys as we had expected. Therefore, we have only casual data to indicate growth in parent awareness of their role in supporting their child's learning in the home. From the positive conversations reported by staff, it appears that parents view these events positively, however, we will be making adjustments to our methods of data collection regarding this goal in the future.

3. 75% of the parents who attend each PATHS for Success session will follow-through on the take-home learning activities.

We have become aware of the need to encourage more parents to complete this follow-through activity. We do not doubt that parents are reading at home with their children, but many have not completed this take-home form. As the second event was held only recently, the staff will continue to communicate the importance for children to return the form to receive another book.

Event #1 Reading Night



Guest Reader
Principal Kirk Ryan

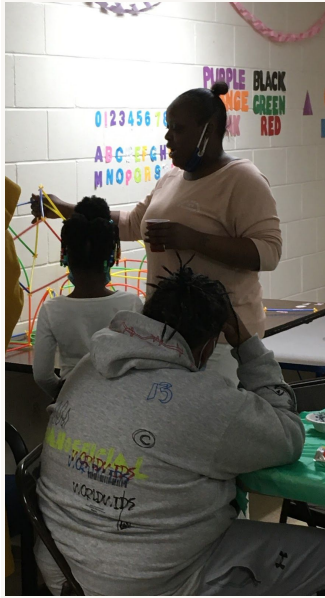


Book Walk

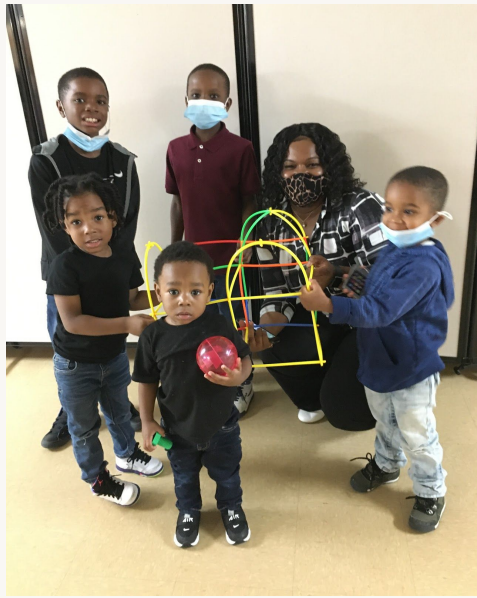


Handing out books,
backpacks, and supplies

Event #2 STEM Night



Teacher explaining
STEM project



Children showing off their project



Families enjoyed dinner



STEM bags with books and
activities

The background is a vibrant yellow with various geometric shapes and patterns. There are overlapping circles, some with diagonal stripes, and a large, outlined hexagon. The overall aesthetic is modern and clean.

Social Justice & Racial Equity

**Third Quarter Update
July-September 2020**

Social Justice & Racial Equity

Third Quarter Update
(July - September 2020)

Training

The City offered a pilot training, on Cultural Proficiency and Anti-Racism Climate conducted by Laura Gray from Restorative Community Partners via Zoom. The pilot training will be used to determine on a small-scale, how the City may incorporate it into a larger-scale training in the work-force. Those in attendance included staff from Iowa City, North Liberty, and Johnson County.

What are the benefits of ensuring all employees strive for cultural competence?

Companies and employees with cultural competence are knowledgeable of and interact effectively with people of different racial, ethnic, and socio-economic backgrounds. Culturally competent companies value diversity and demonstrate behaviors, attitudes, and policies that help them do business with diverse people.

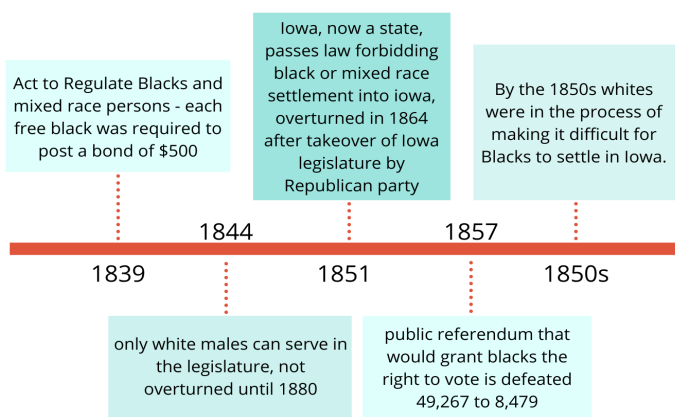
The Office of Equity and Human Rights participated in "Connecting Communities: National LGBTQ Liaison Summit" sponsored by the Human Rights Campaign. Staff of the Office of Equity and Human Rights attended an online program sponsored by the Iowa City Foreign Relations Council on "Why is Iowa So White?" The presentation answers the question, not only in terms of its demographic makeup, but also with regard to a statewide orientation that makes it difficult for people who are BIPOC (Black, Indigenous, Persons of Color) to live here comfortably. The presentation pointed to key areas in which improvements need to be made if we are to move beyond being a state in which individuals who are not white are treated as second class citizens.

Four Police Department Officers attended LGBTQ+ Virtual Training.

Office of Equity and Human Rights staff presented a training on Fair Housing, including an in-depth discussion of assistance animals, to the Greater Iowa City Area Apartment Association.

Office of Equity and Human Rights staff presented to the University of Iowa class Language, Literature and the Law. The presentation focused on the effect of language on law, using the history and development of anti-discrimination law in Iowa as a lens.

The Office of Equity and Human Rights participated in a continuing legal education entitled "Voting Rights, Hard Won, Not Done: Honoring the Legacy of the 15th and 19th Amendments." The program celebrated the 150th anniversary of the 15th Amendment, granting African American men the right to vote, and the 100th anniversary of the 19th Amendment, granting women the right to vote.



The Office of Equity and Human Rights provided a training to Neighborhood & Development Services on Inclusive Engagement and Outreach.

Staff of The Center participated in Racial Equity Toolkit training presented by the Office of Equity and Human Rights.

The Office of Equity and Human Rights participated in the virtual LGBTQ Older Adults Conference. The keynote



speaker Dr. Imani Woody, a nationally recognized leader on LGBTQ+ elder issues, discussed the future of aging in the U.S and how the two current pandemics - racism and COVID-19 - are disproportionately affecting LGBTQ older adults.

In a racist society it is not enough to be non-racist. We must be anti-racist.

- Angela Davis -

Fire Department staff have completed the three sessions of the department's Diversity, Equity, and Inclusion program. The program is ongoing, and all staff participate. Police Department Officers and Community Outreach Assistants participated in five community presentations, including De-escalation & Crisis Intervention, Community Partnerships, Alcohol & Nuisance Ordinances, Police Response to Special Needs Populations, and Victim Support.

The Office of Equity & Human Rights sponsored a complimentary Implicit Bias Zoom training. The workshop utilized a range of Power Point slides, short videos, a conceptual framework, and a personal challenge activity aimed to empower participants with the ongoing education and awareness required to build capacity in the area of diversity, equity, and inclusion. The program was facilitated by Dr. Rich Salas and implicit bias expert attorney Tom Newkirk. This training was offered twice with the second event being geared toward local property managers.

Outreach

Officers of the Police Department participated in twelve events, including Back to School Extravaganzas, a bike rodeo, neighborhood birthday parties, and handing out disposable face masks while educating the public on the Mayor's mask mandate.

Human Resources with the assistance of Communications re-designed the recruitment flyer for City open positions that was mass-mailed to community organizations. The flyer is available in Spanish, African French, Arabic, and Swahili.



The Office of Equity and Human Rights presented a "Know Your Rights" training to youth in the Neighborhood Centers for Johnson County's G!World program.

The Office of Equity and Human Rights advertised in the GOGUIDE Magazine, Iowa's print and online source for LGBTQ+ communities, families, friends, and allies since 2016.

The Police Department continues to provide extra patrol at resident's requests and foot patrols where criminal activity or safety

concerns have been identified. These patrols have resulted in numerous positive resident contacts. The Evening Watch conducted 396 documented foot and extra patrols, the Day Watch conducted 5 extra patrols, and the Late-Night Watch conducted 138-foot patrols in the Downtown.

The Office of Equity and Human Rights were one of several sponsors of National Black Voter Day held at Dream City on September 18th. This event was held to increase voter awareness and knowledge in the Black Community by sharing the facts on how, when, where and why it is important to vote!

SEPT 18 NATIONAL BLACK VOTER DAY

Food. Information. Speakers.

***Please bring your mask/face cover or one will be provided at event as we all practice social distancing ***

5:00pm - 8:00pm
Friday, Sept. 18
Dream City
611 Southgate Ave

This event is to increase voter awareness and knowledge in the Black Community by sharing the facts on how, when, where and why it is important to vote!



Recreation staff offered a STEM camp for at-risk youth in collaboration with Science Booster Club, Open Heartland, and United Action for Youth.

Recreation staff visited two area mobile home parks, where they provided a meal and activity kits and instructors.

Conversations

The Center hosted two forums discussing structural racism: “Cracking the Codes” and “White Privilege 101: Getting in on the Conversation.” Participants explored institutional and structural inequalities that create racial disparities and the impact of white privilege. A combined total of 62 participants attended the events.

The City Staff Book Club held a Zoom on “Tomorrow Will Be Different” by Sarah McBride.

Members of the Police Department joined with community partners at City Council Listening Posts to discuss responses to individuals experiencing mental health and addiction crises, special needs populations, domestic abuse, sexual abuse, victim outreach, and situations involving University students.

The Center hosted the film “Healing Justice,” with a discussion facilitated by Annie Tucker. The film examines the history of the justice system, the need for reform, and the importance of healing and restorative practices.

Police Department staff met with the following community partnerships: NAACP, FBI, US Attorney’s Office, Johnson County Attorney’s Office, Johnson County Disproportionate Minority Contact Committee, Iowa City Downtown District, 4 Oakes Youth Shelter, United Action for Youth, Johnson County Drug Task Force, and Prevent Child Abuse-Johnson County.

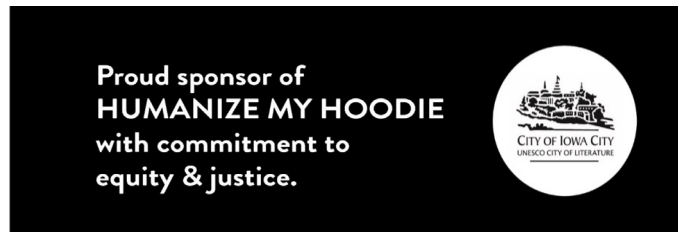
Accountability

The Public Art Advisory Committee is working with the local Black community, artists, and organizations on creating a mural representing the community's commitment to social justice. Iowa City Public Art will provide 70% of the funding for the project, while the remainder will be funded by the University of Iowa. The creative process will be memorialized with a documentary film.

The Iowa City Housing Authority entered into a MOU with Horizons for credit repair and homeowner education. This is for the Family Self Sufficiency participants, 91% of which identify as Black/African American.

The Office of Equity and Human Rights released a memo on Appearance Discrimination for area businesses.

The City Manager's Office contributed \$2,000 in funding to the Humanize My Hoodie Ally Experience. Part of these funds lower the overall participant registration fee, and part of it allows the first 50 residents or business owners within Iowa City to register to attend for free.



The Office of Equity and Human Rights created a memo on Emotional Support Animals based on recent Iowa Supreme Court decisions.

The City Manager's Office, Human Resources, and the Office of Equity and Human Rights created a Diversity, Equity and Inclusion Staff Committee to support the City's efforts at creating a more inclusive workforce.

The Center introduced a "Cultivating Cultural Competency" section to its newsletter and website, including an ongoing series of

articles aimed at increasing competency within various cultures, along with investigating the structural effects of White-American culture.

Neighborhood and Development Services provided \$25,000 requested by the Center for Worker Justice to support their "From My Home to Yours" program in response to the COVID-19 pandemic. The program provides emergency payments, up to \$600 per household to primarily immigrant and refugee families who may not be eligible for various state and federal benefits.

The Housing Community Development Commission submitted letters to Housing and Urban Development (HUD) voicing opposition to a proposed policy change that would weaken protections for transgender members of our community seeking shelter under the 2016 Equal Access Rule. The proposal directly targets a group that has historically and disproportionately suffered from the hardships of homelessness. This action was taken following a request from Shelter House.

The Office of Equity and Human Rights joined with the Johnson County United Nations Association to recognize The International Day of Peace, which is observed around the globe annually on September 21.



Justice

The City Attorney's Office joined an amicus (friend of the court) brief supporting the City of Philadelphia in *Fulton v. Philadelphia*. The case considers whether a foster care agency may turn away LGBTQ people seeking to be foster parents, based on the foster agency's religious ideology. This case has broad implications for the application of non-discrimination law, and the City joins in recognition and furtherance of the values embodied in its Human Rights Ordinance.

The City Attorney's Office joined an amicus, with 25 other American cities, towns, and counties in an amicus brief in the lawsuit filed by Harvard University and the Massachusetts Institute of Technology (MIT) against the U.S. Department of Homeland Security. The lawsuit challenges a new policy that would prohibit international students from staying in the country if the fall classes being offered by the college they attend are fully on-line as part of their college's COVID-19 safety plan and seeks a preliminary injunction. In addition to the harm the new rule will cause to the city, Iowa City joined the brief to support the many international students that call our community home and the right of the University of Iowa to make judgments about whether reopening in the fall is safe and educationally advisable without jeopardizing the status of its international students.

"Leadership is found in the action to defeat that which would defeat you... You are made by the struggles you choose". Reverend C.T. Vivian



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	1,281	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
UNESCO CITY OF LITERATURE

**Status of Complaints
November 12, 2020**

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.
Investigation complete; data summary begun.

Housing

Complainant alleges landlord failed to reasonably accommodate their disability.
Recently served; awaiting responses.