

AD HOC TRUTH AND RECONCILIATION COMMISSION
THURSDAY, JANUARY 7, 2021
Electronic Formal Meeting – 7:00 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/tJMrfuygrDwoE9I3qjsjiWo8fS1685uIRau8> via the internet to visit the Zoom meeting's registration page and submit the required information.

Once approved, you will receive an email message with a link to join the meeting. If you are asked for a meeting 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 or webinar ID. The ID number for this meeting is: 976 9582 7296.

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 TO ORDER and ROLL CALL**
- 2. APPROVAL OF DECEMBER 21, 2020 MEETING MINUTES**
- 3. PUBLIC COMMENT OF ITEMS NOT ON THE AGENDA**
Commentators shall address the Commission for no more than 5 minutes. The Commission shall not engage in discussion with the public concerning said items.
- 4. MEETING ETIQUETTE**
- 5. COMMISSIONER INTRODUCTION: WHY YOU APPLIED TO SERVE ON THIS AD HOC COMMITTEE**
- 6. CREATION OF A MISSION STATEMENT FOR THE AD HOC TRUTH AND RECONCILIATION COMMISSION**
- 7. CREATION OF PROCEDURAL POLICIES FOR THE AD HOC TRUTH AND RECONCILIATION COMMISSION**
- 8. DEFINITIONS OF TERMS RELATED TO RACIAL JUSTICE**

9. HOW TO SELECT A FACILITATOR

10. COMMISSION ANNOUNCEMENTS

Commissioners shall not engage in discussion with one another concerning said announcements.

11. STAFF ANNOUNCEMENTS

12. ADJOURNMENT



CITY OF IOWA CITY

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AD HOC TRUTH AND RECONCILIATION COMMISSION JANUARY 7, 2021 MEETING PACKET CONTENTS

AGENDA ITEM #2

- **DRAFT MINUTES FROM DECEMBER 21, 2020**

AGENDA ITEM #6

- **DRAFT MISSION STATEMENT FROM VICE CHAIR HARRINGTON**

CORRESPONDENCE

- **EMAIL FROM EDUARDO GONZALEZ**
- **RESOLUTION ESTABLISHING AD HOC TRUTH AND RECONCILIATION COMMISSION**

**AD HOC TRUTH AND RECONCILIATION COMMISSION
DECEMBER 21, 2020
ELECTRONIC MEETING**

**(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.**

MEMBERS PRESENT: Amel Ali, Anthony Currin, Raneem Hamad, T'Shailyn Harrington, Eric Harris, Layana Navarre-Jackson, Royceann Porter, Kevin John Rivera, Mohamed Traore.

STAFF PRESENT: Stefanie Bowers.

OTHERS PRESENT WHO MADE COMMENTS: Mayor Bruce Teague, Angie Jordan.

CALL MEETING TO ORDER:

Staff called the meeting to order at 5:06 PM.

WELCOME FROM MAYOR BRUCE TEAGUE:

Good evening. Truth and Reconciliation Commissioners, on behalf of the City of Iowa City residents, city staff and city councilors I extend to each of you our heartfelt welcome. We are pleased to have you on this novel Commission, and I do use the word novel, because it's a new Commission to our city.

June 16 City Council passed that 17 item resolution to address the Black Lives Matter movement and systemic racism. The fifth item was to create an ad hoc Truth and Reconciliation Commission to carry our restorative justice. On September 15th Council passed and approved the resolution or shall I say the charge to the TRC thanks to everyone that helped create this.

It was certainly a collaborative effort between Council members and of the community which vitally included the voices of our black indigenous and people of color. I know you all are up to the task to achieve the charges of the TRC. So, I suggest in your meetings, you are comfortable. In closing bring snacks and something to drink. You can even kick off your shoes. Until the meetings take place in person, but seriously as mayor of this awesome and amazing city and as a black man, I appreciate, and I welcome each of you to the Truth and Reconciliation Commission.

INTRODUCTION OF COMMISSION MEMBERS:

Commissioner Ali: And I've been involved in a lot of various community things. I've known like a few of the Commissioners for a very long time. And I'm really excited to do this. I really love Iowa City and I'm really proud to be on this commission and I'm excited to get to know all of you guys and make some really positive changes.

Commissioner Currin: Hello, my name is Tony Curran and I have been in Iowa City since 1989 I came here to study opera at the School of Music and fell in love with it. I then got a career going in telemarketing because I needed a job and I needed to make money. And then I got out of sales and I started working in factories and that's when I became interconnected with the organized labor movement and things really started to happen for me as a matter of fact, Black people had civil and

social justice issues addressed in the workplace in America before we had actual rights on the streets and a lot of times, a lot of things were addressed. In the workplace that never got addressed on the streets or before way before then. I learned a lot, and I've learned a lot about asking the right sort of questions. And I'm so excited to hear all of the ideas because I've never seen anything like this happen on a communal setting before the community come together to actually solve community problems. And if we do this right, they may export it and we may actually be instrumental and leading the way to solve this problem nationally. Thank you so much for letting me be a part.

Commissioner Hamad: Hi everyone. I apologize for being a little late. I'm currently actually in Sudan right now and internet connection is kind of not to be trusted, sometimes, but I just introduce myself a little bit. I'm a longtime resident of Iowa City. I've lived here in our city since I guess 2010, I was, you know, raised here basically and was able to do you know a lot of you know a lot of activism work in high school and continue to again through you know I a far. So, I would use near and dear to my heart and I really hope that you know we can create some positive systemic change in our community. Through this committee through this commission. I'm excited to work with everyone.

Commissioner Harrington: Hi everyone, my name is to T'Shailyn Harrington. I actually don't live in Iowa City. I live in North liberty. And just a little. I guess background about me. I've been in Iowa City my entire life in this community my entire life. I know plenty of other Commissioners that are serving in just different like from careers and parents and just different organizations. And so I'm excited to work with each and every and build a different sense of a relationship as well as a serve the community. And see what our brains and our thoughts and ideas can collaborate in make together.

Commissioner Harris: Yes, my name is Eric Harris, I lived in Iowa City for about two years now, but in a short two years I've been involved in a whole bunch of things I'm involved with the South District Neighborhood Association. I'm involved with the with the Inside Out Reentry program. I was one of the people that kind of helped push through to get people who have felony background to be able to vote. I'm also older person I'm 41 years old, but the reason. And what I think I can bring is that I actually suffer social injustice and racial inequality. I've suffered those things. So, I'm hoping that I can bring those things to the table and thank you.

Commissioner Navarre-Jackson: My family and I first moved here back in 1997 for graduate school and it's been our home for the majority of years since. There's only been a few years that we haven't lived here. So, this essentially is home as far as we're concerned. Now, one of my areas of expertise is in sociology. So I think that should do well in terms of having a background that might help us along, and thinking of some ideas and ways to bring forth some changes I'm hoping. I just want to say it's an honor to be able to work in this capacity and contribute to the community.

Commissioner Royceann Porter: Hello, my name is Royceann Porter and I am your Johnson County Supervisor. I am the first elected Black supervisor in Johnson County, just want to say, I've been in Iowa for the past 33 years. I've raised two kids two girls 26 and 28 married for almost 30 years. I've been here very long time. I've been involved in the community for a very long time. I myself know what it is to feel the breath of racism, injustice, it hits home for me. I even had I'm a coalition for racial justice was put together on behalf of me. That's when I really got involved in the community and started doing things in the community. So, I just like to say I'm grateful for being a part of this. Part of this plan and I'm looking forward to working with each and every one of you and I know everybody will bring their own perspective, being that I am probably the oldest one on this commission.

Commissioner Rivera: I'm Dr. Kevin Rivera. You can call me, Kevin, and I respond to any pronouns, including they, theirs, and their. I'm super excited and thankful truly to be among an amazing group of people. I've been in Iowa City for about six years. I'm currently Psychiatry resident through the University of Iowa where I work in a number of clinical settings, both inpatient and outpatient and I also work in the VA, health care system here. The Abbey Center, the Shelter House mental health outreach clinic and the LGBTQ Counseling Clinic through the University of Iowa. In addition to the direct clinical work that I do. I'm starting next month I'll start to coach here the departments diversity committee where I'll be able to better address inequalities and inequities in healthcare and in mental health care, particularly. I don't really bring a lot of my own agenda to this other than my skills and listening and trying to take that and turn it into actionable items, but I do hope that I can bring my expertise in providing insight into the world of healthcare and mental health care as we move forward with our recommendations to the city.

Commissioner Traore: Hello, my name is Mohammed Traore. Nice to meet everyone and thank you so much for giving me this opportunity. I was born in Brooklyn, New York in 1995 my family came here to the United States before I was born from West Africa. My father and my mother then decided to come to Iowa because I guess they love the cold, so I've been here since I was three years old. I went through the entire K through 12 system here in Iowa City. I then went on to the University of Iowa. I now work for Amazon in tech support for Amazon logistics and I also make websites for people. At the end of the day for what I want to see out of this Commission is I truly want anyone and everyone in the community that would like to come out and give up their voice or any other opinions on what they feel we need to change. And what they feel. We're doing well in this community because I don't think we're doing everything terribly. I do think there are some great things we can continue to push forward in this community and to really bring light to help us get to where we want to be as a collective.

OPEN MEETINGS AND PUBLIC RECORDS:

City Attorney Dilkes did an overview of the open meetings and open records laws in Iowa.

RESOLUTION OVERVIEW:

Staff provided an overview of the resolution that established the Truth and Reconciliation Commission.

Commissioner Hamad: I just wanted to ask about the declaration of intent for the Commission, if that's something that we would be working on or if this like resolution is basically like that declaration of intent for the Commission.

Bowers: I think as a city Board or Commission, you always have the ability to make recommendations to the city council. So, if you, as a group, decide that you want to change or expand on the vision. I think you have that opportunity to make that recommendation.

ELECTION OF CHAIR AND VICE CHAIR:

Bowers: Okay, well, we will move on then to the election of the chair and vice chair and how we'll do this is we will, or I will open it up for nominations you will then vote on each person in the order in which they were nominated and the first person to get five votes, which would be a majority of the Commission would then be elected the chair.

So, at this time, I will open it up to nominations or persons to serve as chair of the ad hoc Truth and Reconciliation Commission.

Commissioner Currin: I'd like to make a nomination for Commissioner Porter as chair

Bowers: Any other nominations?

Commissioner Traore: I'd like to nominate Commissioner Harris.

Bowers: Any other nominations? But first, I should ask if Commissioner Porter and Commissioner Harris if elected would want to serve as chair.

Commissioner Harris: Yes.

Commissioner Porter: Yes.

Commissioner Hamad: I would like to nominate Commissioner Rivera.

Bowers: Okay, so I have three nominations. I have one for Commissioner Porter one for Commissioner Harris and one for Commissioner Rivera additional nominations?

Commissioner Rivera: I'll just say that I appreciate the nomination, but I'll defer accepting that at this point.

Commissioner Hamad: Would it be possible to nominate yourself?

Bowers: Yes, you can nominate yourself.

Commissioner Hamad: Okay, I would like to nominate myself as chair or vice chair.

Bowers: Okay, for it, but we'll just consider the vote nomination for chair. So, are there any others?

Bowers: Okay, so again, going in order of the first person who was nominated. I'm just going to go down the list in the order of the nominations.

Commissioner Ali: You only get one vote?

Bowers: Um, well, we're voting and on each person individually. So you would either say yay or nay for each person that's being nominated. So right now we're considering Commissioner Porter for chair.

Commissioner Ali: I'm going to go with yes

Commissioner Currin: That's a resounding yes.

Commissioner Hamad: Nay.

Commissioner Harrington: Yes.

Commissioner Harris: No.

Commissioner Navarre-Jackson: Yes.

Commissioner, Porter: Yes.

Commissioner Rivera: Yes.

Commissioner Traore: No.

Bowers: Okay, so I have six in favor of Commissioner Porter becoming chair and so because that is more than five, she would be the person designated to serve as chair for the ad hoc Truth and Reconciliation Commission, so congratulations.

Bowers: And now I get to hand the meeting over to you to run the election for the vice chair.

Commissioner Royceann Porter: Okay, thank you. Um, now we will take nominations for Vice Chair. I have a nomination. I would like to nominate Commissioner Harrington as the Vice Chair.

Commissioner Harrington: I accept the nomination.

Commissioner Royceann Porter: Are there any other nominations

Commissioner Rivera: I'd like to nominate Commissioner Hamad.

Commissioner Traore: I'd like to nominate Commissioner Harris.

Commissioner Royceann Porter: Commissioner, Harris do you accept?

Commissioner Royceann Porter: Hamad did you accept?

Commissioner Hamad: I do accept, yes.

Commissioner Royceann Porter: We'll start with, we have three people. Are there any others? We will start with Harrington

Commissioner Rivera: No.

Commissioner Currin: Oh yes, a resounding yes.

Commission Navarre-Jackson: Yes.

Commissioner Ali: Yes.

Commissioner Harris: No.

Commissioner Harrington: Yes.

Commissioner Traore: No.

Commissioner Hamad: No.

Commissioner Royceann Porter: Yes, so that's five for Harrington.

DETERMINATION OF MEETING FREQUENCY, DAY AND TIME:

Based on a Doodle Poll most Commissioners found 7PM to be the best time to meet. The Commission decided on Thursdays at 7PM bimonthly for at least the first 90 days with the option to reevaluate at a future date. January meetings will be on the 7th and 21st.

PUBLIC COMMENT OF ITEMS NOT ON THE AGENDA:

Angie Jordan: Yes, I just want to say. You guys are awesome. I'm so excited. And you guys are going to be doing a lot of the hard work but make sure you put your supporters to work too.

COMMISSION ANNOUNCEMENTS:

Commissioner Porter: They are working on doing Zoom's for MLK, it will be totally different than what we're used to doing every year. We usually do a walk every year, a march, but maybe we can go in cars this year, and just go around town and still celebrate MLK as though we did it every year.

Commissioner Hamad: I was just raising my hand because I wanted to ask if it was possible for us to make any statements after public comments or not.

Bowers: I don't know what you mean by statements related to what somebody would....

Commissioner Hamad: Say, yeah, just like can we like have time for speakers, should we just leave it to the next meeting.

Eleanor Dilkes, City Attorney: I think if you consider it an announcement that probably falls into an announcement.

Commissioner Hamad: Okay never mind that. Thank you.

Commissioner Traore: Offer challenge to the rest of my Commissioners to try to find two to three people in other organizations across the city or that are at least interested in participating in these meetings going forward to join us in the next meeting.

MEETING ADJOURNED:

6:10PM

**Ad Hoc Truth and Reconciliation Commission
Attendance Record 2020-2022**

**X=Present
O=Absent
O/E=Absent/Excused
Vacant=.....**

NAME	TERMS EXP.	12/21
Amel Ali	6/2022	X
Anthony Currin	6/2022	X
Raneem Hamad	6/2022	X
T'Shailyn Harrington	6/2022	X
Eric Harris	6/2022	X
Layana Navarre- Jackson	6/2022	X
Royceann Porter	6/2022	X
Kevin John Rivera	6/2022	X
Mohamed Traore	6/2022	X

From: TShailyn Harrington <tshailyn@yahoo.com>
Sent: Tuesday, December 29, 2020 12:08 PM
To: Stefanie Bowers <Stefanie-Bowers@iowa-city.org>
Subject: Info for Jan 7 TRC meeting

Hi Stephanie,

Below are the statements that can be included in the upcoming TRC meeting.

- WHO ARE WE?

Our Commission represents a collection of citizen activists from diverse backgrounds calling on the Iowa City community to account for their history of racialized oppression. We are individuals who are committed to structural change, truth telling, healing trauma and repair. We share in common a vision for a equitable and sustainable community free of violence and systemic racism. We believe the time has come to foster change.

- OUR MISSION

The Iowa City Ad Hoc Truth and Reconciliation Commission is committed to implementing and sustaining grassroots, community-centered truth-telling processes to address past and present instances of both direct and indirect instances of violence, discrimination, and racism in Iowa City. We encourage empathy and anti-racist learning among ally communities.

Happy New Year!

Best,
T'Shailyn Harrington

From: [Eduardo Gonzalez](#)
To: [AdHocTruth](#)
Cc: [Antti Y Pentikainen](#); [Colette Rausch](#); [Stefanie Bowers](#)
Subject: Congratulations on the seating of the Iowa City TRC and offer of partnership.
Date: Tuesday, December 22, 2020 11:41:32 AM



Dear Commissioners
of the Truth and Reconciliation Commission of Iowa City

I join my colleagues at the Mary Hoch Center for Reconciliation, at George Mason University, to express my solidarity and congratulations as Iowa City starts its journey towards truth and reconciliation.

You have chosen a difficult but necessary path: a narrative route revealing sad, painful, and embarrassing realities, but also one that will demonstrate resilience, empathy and hope.

At the MHCR we have adopted as a mission supporting the nationwide movement towards truth, exemplified in dozens of truth commissions and racial equity initiatives emerging across the country, and in House and Senate instruments seeking a national-level Truth, Racial Healing and Transformation Commission.

As we indicated last week [during a webinar](#) on US-based truth commissions, this movement is not a mirage: it builds upon previous experience, it leverages international perspectives, and it seeks to respond effectively to real issues harming our communities. This is an inspirational moment and we stand ready to serve.

Our expertise is the result of decades working with truth commissions, peace and justice processes around the world. My colleagues [Antti Pentikainen and Colette Rausch](#) (copied here) have wide expertise facilitating peacemaking and trauma healing, and my own experience includes [numerous truth commissions](#), reparations and memory processes in all regions of the world.

We would be happy to get in touch with your commission, as you start your organization process. You are surely anxious to get going and it could be useful for you to know the experience of other cities, social movements and countries which have had truth and reconciliation processes. I am attaching [here](#) a link to a book I wrote on organizational steps for truth commissions, detailing several practical questions on the organization of an inquiry, involvement of the community, etc.

There are different possibilities for our engagement, and they depend on your context, needs

and vision. We would be happy for example to start with a webinar to understand the mission, as well as identifying needs and, in consequence, the types of experiences that would be useful to share, and capacities to strengthen. I hope we can discuss these possibilities at your convenience.

I reiterate our congratulations on the establishment of the Truth and Reconciliation Commission,

Best regards,

Eduardo Gonzalez
Research Affiliate - Mary Hoch Center for Reconciliation

Eduardo Gonzalez Transitional justice expert

Photo



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Website: <http://www.gonzalezc.com>



Resolution No. 20-228

Resolution establishing Ad Hoc Truth and Reconciliation Commission

Whereas, in Resolution No. 20-159 (Initial Commitments addressing the Black Lives Matter Movement and Systemic Racism in the wake of the murder of George Floyd by the Minneapolis Police and calls for action from protesters and residents), the Iowa City City Council resolved as follows:

By October 1, 2020, create an ad hoc Truth and Reconciliation Commission to bear witness to the truth of racial injustice in Iowa City and to carry out restorative justice, through the collection of testimony and public hearings, with such work to include a recommendation to the Council of a plan for dedicating and/or renaming public spaces and/or rights of way in honor of the Black Lives Matter movement; and,

Whereas, the City Council committed to allocate City funds of \$1,000,000 during the present Fiscal Year to support Resolution 20-159, which includes a variety of initiatives, among them the Truth and Reconciliation Commission; and,

Whereas, truth and reconciliation underscores the imperative that confronting and reckoning with the past is necessary for successful transitions from conflict, injustice, resentment and tension to peace, equality and connectedness; and,

Whereas, while we acknowledge that other forms of injustice and challenges have occurred over the course of the history of the city of Iowa City, the focus of this Commission is on race; and,

Whereas, the City Council acknowledges the existence of painful, systemic, persistent, and varied forms of racial injustice in Iowa City, and acknowledges that such injustice persists despite past efforts to address it, consistent with observations that systemic racism and white privilege are deeply resistant to change; and,

Whereas, the Iowa City community must look comprehensively into its past and bear witness to the truth of racial injustice in order to provide the best possible foundation for moving into a future of equity based on healing and hope; and,

Whereas, the City Council recognizes that, for a Truth and Reconciliation process to be meaningful, it must include bold action to confront privilege, stimulate difficult conversations, and reach and engage a full cross-section of the community, including those in the community not inclined to engage or resistant to engagement; and,

Whereas, a comprehensive process will require that City of Iowa City departments and the City Council itself participate, including individual councilors, in good faith, in the process and to actively encourage broad participation throughout the community, and the City Council hereby commits to such participation and encouragement; and,

Whereas, creation of an Ad Hoc Truth and Reconciliation Commission is in the best interests of the City and its residents.

Now, Therefore, Be It Resolved by the City Council of the City of Iowa City, that:

1. The Ad Hoc Truth and Reconciliation Commission (TRC) is hereby established.

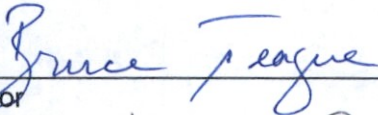
2. The TRC shall have nine members who are representative of the City's BIPOC communities and organizations, including those who have direct lived experience with systemic racism, as well as experts who support those communities. To the extent possible, as determined by the City Council, the TRC shall include representation from groups such as the Iowa Freedom Riders, the Black Voices Project, the South District Neighborhood Association, the Iowa City Human Rights Commission, and the Community Police Review Board. Johnson County residency is required. Iowa City residency is preferred but not required if an applicant offers expertise or representation not available from applicants who reside in Iowa City. Members of other City boards and commissions are eligible to serve on the TRC.
3. Applications for membership on the TRC shall be announced, advertised, and available in the same manner as those for all City boards and commissions.
4. The TRC shall select the Chair, who when present will preside over all meetings, and the Vice-Chair, who will serve as chair in the absence of the Chair.
5. Within the charges of the TRC set forth herein, the TRC is not required to seek approval from the City Council, mayor, or city manager to set its own agenda and prioritize its activities.
6. The TRC shall be facilitated by an independent consultant, funded by the City, with expertise in group facilitation and human rights, and to the extent possible, experience with diversity, implicit bias, mediation and conflict resolution, until such time as the TRC concludes by the favorable vote of at least three-fourths of all the members of the TRC (7/9) that facilitation is no longer needed.
7. To conform with the requirements of laws pertaining to open meetings and public records and to facilitate transparency and public education and participation, administrative/clerical assistance and media/event assistance shall be provided by City staff as determined by the City Manager and City Clerk. Media assistance may be supplemented by outside expertise on a case-by-case basis if the Commission believes it will substantially expand outreach.
8. The TRC shall determine the frequency and conduct of its meetings. The meetings will be open to the public and conducted in accordance with Chapter 21 of the Iowa Code. Records, documentation, and communications of the TRC will be public records under Chapter 22 of the Iowa Code.
9. The TRC shall serve from the date of appointment of all members to June 30, 2022. The TRC shall have an organizational meeting no later than 30 days after the appointment of all members.
10. Within 90 days of its organizational meeting, the TRC shall recommend to City Council a preliminary budget for funds needed to carry out the charges of the TRC beyond what existing City staff, programs, and services can provide.
11. The charges of the TRC are as follows:
 - A. Fact-Finding The TRC shall collect evidence, including first-hand testimony, of discrimination and racial injustice in multiple settings and compile a complete record of racial injustices that will inform and support the fundamental institutional and policy reforms necessary to address systemic racism.

- B. Truth-Telling The TRC shall: 1) Provide multiple fora and creative opportunities for persons impacted and traumatized by racial injustice to share their stories of racial injustice and experience to be heard by: (a) fellow communities of color; (b) a broad cross section of the entire Iowa City community; and (c) key decision-makers in city government, the business community and the University; 2) Explore ways to provide such opportunities through art, music, theater, workshops, rallies and other forms of congregation, multimedia and listening designed to reveal truths that cannot be fully expressed in traditional fora; and, 3) Create a repository for community stories expressed in multiple media (written, video, audio, art) that can be catalogued and used to educate and inform members of the community.
 - C. Reconciliation The TRC shall: 1) Provide opportunity for and facilitate direct conversation among and between community members of color, white community members and representatives of various sectors in which people of color experience discrimination and injustice (e.g. police and protesters, landlords and tenants, students and teachers, patients and health care providers, business owners and staff); 2) Create a replicable model that provides a structure for enabling these conversations throughout the city; 3) Make available opportunities for a broad cross section of the community to learn about discrimination and racial injustice in our community; and, 4) Identify and recommend to the City Council institutional and policy reforms, new social practices, expectations, protocols, habits, rituals, conversations and celebrations that will move Iowa City toward a shared experience of race and difference, justice and equity and community and harmony.
12. The TRC shall strive to provide a safe and supportive space for its work, premised on mutual respect, and shall conduct its work so as to promote healing and justice. The TRC shall consider the possibility of adverse actions against those who participate in its work. The TRC shall carefully consider mechanisms to protect participants, and shall work to support those who allege harm due to their participation in the TRC process.
13. The TRC shall submit periodic updates to City Council to include, but not be limited to: its plans for community education; recommendations for Council action; requests for resources the TRC needs to carry out its work; and recommendations to dedicate and/or rename public spaces and/or rights of way in honor of the Black Lives Matter movement.
14. By May 1, 2022 the TRC shall submit to City Council:
- A. A report summarizing the work of the TRC.
 - B. A repository of community stories expressed in multiple media (written, video, audio, art).
 - C. Recommendations to the City Council for: 1) Institutional and policy reforms to end systemic racism; 2) Opportunities to create new social practices, expectations, protocols, habits, rituals and celebrations that will move Iowa City toward a shared experience of race and difference, justice and equity and community and harmony; 3) Measures to enhance the autonomy/security/sovereignty of communities of color and mitigate disparities in social and economic power; and 4) A recommendation on whether and in what form the work of the Commission should continue.
15. At any time in its work, and no later than June 30, 2022, the TRC shall strive to submit to City Council a replicable model and structure for conversations between people of color

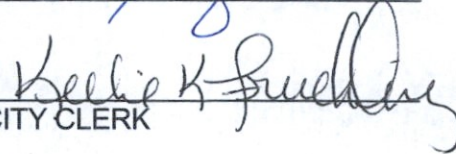
and white community members and representatives of various sectors in which people of color experience discrimination and injustice.

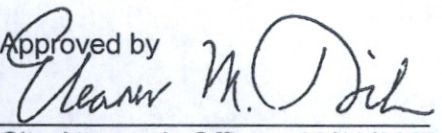
16. Absent further action by the City Council, the TRC will dissolve on June 30, 2022.

Passed and approved this 15 day of September, 2020.



Mayor

ATTEST: 
CITY CLERK

Approved by


City Attorney's Office - 09/10/2020