



CITY OF IOWA CITY

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Electronic
City Council Work Session Agenda
Joint meeting with the Ad Hoc Truth & Reconciliation Commission
Thursday, April 15, 2021
Zoom Meeting Platform
7:00 PM

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 Council members, staff and the public presented by COVID-19.

You can watch the meeting on cable channel 4 (118.2 QAM) in Iowa City, University Heights and Coralville, or you can watch it online at any of the following websites:

- <https://citychannel4.com/live>
- <https://www.youtube.com/user/citychannel4/live>
- <https://facebook.com/CityofIowaCity>

If you have no computer or smartphone, or a computer without a microphone, you can call in by phone by dialing (312) 626-6799 and entering the meeting ID 960-6951-6431 when prompted. Attending in person is not an option.

Agenda:

1. Welcome & Introductions
2. TRC Resolution Review
3. Land Acknowledgments
4. Orientation for new members
5. Bylaws
6. TRC Budget
7. Facilitator
8. Sub-committee
9. TRC Electronic Zoom meetings
10. Questions/Comments by Council and TRC members re: TRC

AD HOC TRUTH AND RECONCILIATION COMMISSION
THURSDAY, APRIL 15, 2021 Electronic Formal Meeting
IMMEDIATELY FOLLOWING CONCLUSION OF JOINT MEETING BETWEEN
CITY COUNCIL AND AD HOC TRUTH AND RECONCILIATION COMMISSION

ZOOM MEETING PLATFORM

Electronic Meeting

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You can participate in the meeting and can comment on an agenda item by going to https://zoom.us/webinar/register/WN_nkc8KumMRce0tHjYfXT1RQ 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: **968 6095 0734**.

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 MINUTES OF MARCH 1, 2021 SPECIAL MEETING

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. DISCUSSION OF ITEMS FROM JOINT MEETING WITH COUNCIL

5. DISCUSSION OF LAND ACKNOWLEDGMENT

6. MEETING FREQUENCY AND DATES

If you will need disability-related accommodations in order to participate in this program/event, please contact Stefanie Bowers at 319-356-5022, stefanie-bowers@iowa-city.org. Early requests are strongly encouraged to allow sufficient time to meet your access needs.

7. COMMISSION ANNOUNCEMENTS

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

8. STAFF ANNOUNCEMENTS

9. MOTION TO ADJOURN

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Draft Minutes
Ad Hoc Truth and Reconciliation Commission
March 1, 2021
(Electronic) Special Meeting Zoom Platform

Members Present: Amel Ali, Tony Currin, Raneem Hamad, T'Shailyn Harrington, Eric Harris, Layana Navarre-Jackson, Royceann Porter, Kevin Rivera, Mohamed Traore.

Staff Present: Stefanie Bowers

Others Present Who Spoke at the Meeting: Jesse Case, Orville Townsend, Emilia Roberts, Marian Coleman, Angie Jordan, Carrie Norton, Billie Townsend, Oliver Weilein, Lujayn Hamad.

(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 commission members, staff, and the public presented by COVID-19.

Call to Order: The meeting was called to order at 7:06 PM.

Introduction of the group facilitator: Jesse Case introduced himself to the Commission. Traore asked staff if a motion could be made. Traore moved to nominate new leadership for the Chair of the TRC. Porter said that they were going to stick to the agenda and not discuss items that were not on the agenda.

Case has read the resolution and offered his assistance in a variety of areas. Case got an email from the City congratulating him on being selected and asked his fee. He has listened to audio of past meetings and the resolution. He drafted up a contract that includes a paragraph that the facilitator has no decision-making power on the Commission and that the City can terminate the agreement with 30 days' notice. The facilitator has 30 days to terminate and the TRC also has the power to terminate the agreement. Case also noted the six items that the City removed from the agreement.

Facilitator works at the direction of the TRC. The strategic plan includes systemic racism, the history of racism, white privilege, current racial inequities in the City and whatever else the commission chooses as its focus. Case will assist in the coordination of testimonies in a safe environment for persons to speak. The facilitator would also coordinate trainings and workshops with national and local experts at the direction of the TRC.

Case is charging a half to a third of the market value. He also thinks the Commissioners should be paid. The work is too important and the TRC needs to move forward and work on multiple items at a time. He appreciates the opportunity to make the TRC successful whether it is with him or another facilitator.

Ali asks about the motion that was on the floor and that she was muted. Staff reported she is working with ITS to make sure all commissioners have the ability to unmute themselves.

Harrington asks about point C in the agreement this is one thing she is interested in and asked Case to provide more detail.

Hamad noted she was also intentionally muted and wants to second the motion on the floor made by Traore.

(ITS unmuted everyone in attendance public and commissioners)

Hamad says this does not make sense and that the TRC should be allowed to communicate. Harris said he would like to move forward on hearing from Case.

Hamad asks to vote on the motion because the motion came first prior to Case. Rivera moved to nominate Traore as the new chair. Staff said if they want to proceed on the motion, they can but this item is not on the agenda. Staff said they could vote to place this item on the agenda for the meeting of March 4, 2021. Harrington mentions that she is interested in hearing from Case. Hamad asks if the TRC can move forward on the motion.

Traore mentions the public being disrespected and/or not allowed to speak at past meetings. Staff reminds the TRC on open meetings and discussion of items not on the agenda. Harris would like to listen to the motion but thinks the motion is premature and that Case has a presentation and that the TRC should finish listening to Case and then have the motion or have the motion considered at another meeting. Navarre-Jackson says given the emails earlier from the City Attorney if they want to consider an item not on the agenda.

Hamad asks for staff to proceed with roll call since it came prior to Case and that due to TRC members being muted it was unable to be voted on. Currin noted that if the TRC continues with this and we go off the actual agenda that any votes taken of items off the agenda may be called into question. Traore to assure that no votes be placed in question asks that the TRC can proceed if we stay on topic.

Porter says she was not going to sit here and be accused of things no one has spoken to her about and that this meeting is about Jesse Case and if no further discussion on Case the TRC needs to move on to the next agenda item. Navarre-Jackson asks about Case's experience in mediation. Case bargains labor agreements and likes an interest-based approach. She then asks about how Case would cultivate an environment of trust when serving as a facilitator. Case thinks listening and respect is important and that there needs to be a process so that everyone feels like they have been heard but that ultimately it is up to the TRC and the City. Traore asked Case about reaching out to the community and that he really wants to target the youth of the community and whether Case may need assistance with reaching out to youth. Case said we all need assistance somebody has to bring in experts some local, some regional, and some national. The TRC has to identify who those people are and reach out to them.

Hamad mentioned the TRC commitment and being thorough in the work that they do. She acknowledged that Case's salary is the first funding the TRC will provide and that his nomination was put forth by the Chair and that he was hired before being interviewed and that two Black males were not given the opportunity to be interviewed. Hamad asks if Case had any Black family members or friends. Case said he has Black friends that consider him family and that he has an indigenous sister-in-law. Hamad asked if he has ever talked to Black people about racism or racism by police. In Case's profession he has been concerned about how people are treated in society. His specific examples of conversations have been in implicit bias, white privilege including the civil rights tour that he coordinates. He has also had conversations with the City Council, Center for Worker Justice, and the Labor Center. Case has been pulled over by the Police and knows he was let go because he was white. He also mentioned a situation

with a Black couple in California. When he goes to the store no one is going to follow him around because he is a white male. But he has friends that have different experiences because they are a person of color.

Case knows people in Forest View and other mobile home courts in Iowa City and has friends on the SE side of Iowa City. He clarified that his agreement with the City is for his service and not related to the labor union. Case checked with attorneys at the labor union to make sure he had no conflicts that would prevent him from serving as facilitator. Case does not know any cops in Iowa City. Case is not familiar with the recent decision of a federal judge in the Chris Kelly case.

Ali asked how Case would make the meetings be more productive in terms of working together. Case feels that TRC members should be working in between meetings and report back to the entire TRC at its formal meetings and focusing on the mission and some resolution and trainings and thinks there are some common issues that are present in new organizations and there should be away for TRC members to get items on the agenda and make the TRC more functional. He thinks that is possible through strategies and trainings. It is ok for TRC members to disagree, but that people need to be respectful on the TRC calls. Ali asks about Case's salary and the price he is asking for is extremely reasonable. Case says the number he plugged in is based on his research and that he found that most charge \$100 to \$150 an hour which he found ridiculous. He tried to bid it below market value.

Rivera wants to know more about the research Case has done with other TRC's and what he admired or was critical of what they have done. Case says he is not an expert on TRC and hopes others can come in and help expand on that but that he is the facilitator. Case is interested in getting educated on TRC as a group. Rivera notes that they all will be learning as they go on. Case's role would be to research to find a list of people who are experts on TRC.

Traore asked about the amount of time and looking at the City's agreement it would be about 1200 hours over 16 months and that it would be around 17-18 hours per week. With the City asking the budget to be finalized within about 2 weeks' time whether the TRC may need an extension to that budget submission. Case would rather go slower and get it right and the TRC is 5 meetings in and has not gotten to the budget yet. Case thinks the TRC should asks for an extension on the budget submission. Porter noted the Council can extend the budget deadline if needed.

Hamad agrees with getting an extension on the budget and to reduce Case's hours to 15 hours to allow for other facilitators or have Case and another facilitator divide the hours. Porter said two meetings ago the TRC voted down co-facilitators but agreed that Mr. Omar could do a special training.

Orville Townsend says that it seems like the group is saying color is a factor he looks at Jesse and Jesse is white, and he (Townsend) is Black, and that Case has done things to benefit minorities and his goal is to make Iowa City a better place to live. Townsend says it should not be about race and color but looking around at what needs to be done and set goals and objectives and timeframes that will help with the budget creation.

Hamad believes that the discussion should be about race and that reverse discrimination does not exist. The TRC is about racial injustice in the community. Emilia Roberts agrees with Hamad that there were other qualified facilitators in the Black community and that work with youth and that Case should do research into the schools and places. She also asked Case if he knew of any police brutality cases in the

community. Case recalled the pepper spray of last summer and concern about excessive use of force there and then when he first moved here a person of color who was shot in his art studio at night by the police. He feels that the TRC needs to call on victims in police brutality or other racism in other aspects of society.

Marian Coleman is glad to hear that there is some conversation about the TRC and how it will proceed forward. She is the mother/aunt of Mr. Omar. She spent 40 years as a federal compliance officer and equity director. She has the impression that there is not an interest in hearing from the wisdom of people who have been in the community a very long time to talk about successes and where there needs to be work done. She would like for there to be a consideration of having conversations with the elders in the community.

Angie Jordan is excited that the TRC is happening, and that Iowa City has a TRC. She is also ready to go. She understands that new groups have growing pains and that should be normalized it means that everyone is passionate about it. She also mentions the power of collaboration and she is happy to start educating the TRC. She is excited there is a facilitator.

Marian Coleman mentioned the Equity Committee of the school district and that is important to have groups like the TRC available to the public and the public includes all kinds of people and that the TRC reconsider who can be of assistance to them.

Porter said the next thing on the agenda is the vote on the agreement. Traore thanked the community for their comments and thanked Case for his time. Traore asked for a clarification on whether previous motions could be decided at this meeting date. Staff reports the advice of the City Attorney is to vote to place the item on the March 4, 2021 meeting date. Porter said to just send the item in to be placed on the agenda.

Traore asked about hourly workload and other recommendations being put forth to Council. Traore moved that the facilitator, for the time being, be restricted to 15 hours workload just to ensure the TRC is not just giving out money and that every minute is spent on TRC work to avoid waste. Case said the agreement is written by the month not the hour and the reason for that is due to the 30-day ability to end the contract. Harrington asked if Traore still wants to move forward with his motion. Traore said for him personally he does not need to pursue it but if others want to, they can. Traore says he is rescinding his motion.

Carrie Norton noted that the artist in 1996 that was accidentally killed by the police was a white male named Eric Shaw and that his death led to the Police Citizen's Police Review Board being established.

Ali wants to add subcommittees to the agenda for the March 4, 2021 and asks Case who can place things on the agenda. Case thinks there should be a process and he would talk to the Chair, Vice Chair and anyone else and that there needs to be a way to follow the agenda and call people out of order. If he gets approved by the Council he will talk with staff, and others on the TRC to find a way to place items on the agenda in accordance with Iowa Code.

Hamad agrees with Traore to reduce the hours to 15 hours a month and wants the recommendation to include a reduction to 60 hours per month which equates to 15 hours per week. Case said the rate is tied to estimated hours and that you can reduce the numbers of hours but that does not mean he would

just stop because he hit 15 hours that week. Case will reevaluate the contract and review the contract if the hours are reduced because that is basically renegotiating the contract.

Staff said there was no clarification on the Case's agreement that goes in front of Council tomorrow.

Orville Townsend is wondering if the time taken to talk about contracts are there any problem with the contract that needs to be resolved. Porter asks whether the TRC is moving this forward tomorrow. Harrington and Currin respond yes. Hamad asks a clarification question on whether a majority will be able to vote on Thursday. Hamad has tried to get things on the agenda and that the agenda has been used to block items. Staff responded that there was no attempt to silence TRC members and that if there are a majority of TRC members who wish to or to restate the motion in terms of what is wanted on the agenda for March 4, 2021. Porter asks Harrington to speak on past request to place things on the agenda to explain that Harrington responded to those requests and not her.

Harrington says that Ali, Rivera, and Hamad have asked for items to be placed on the agenda in the past and that her responses were the same. That she replied that the TRC had preliminary work to do prior to putting the cart before the horse. It was never a vile intent but an understanding of the trajectory of the TRC that was on the forefront.

Coulter asked for the TRC to make a recommendation to Council to approve Case's contract.

Currin makes a statement to Traore that they are looking at another vote on Thursday and Traore holds an office now that he voted for him to serve as, and he is going to speak truth to power that one of the hardest things to prove in court is intent and that all TRC members need to be very careful until we have proof. Hamad makes a motion to discuss new leadership on the agenda for Thursday. Staff said there was a previous motion and that this new motion is new. Rivera makes a second. Hamad said a no-confidence vote should be placed on the agenda for Thursday after staff asked for clarification on how the actual agenda item should read.

Billie Townsend asks who would be voting on this motion, the TRC or the Council and what is the reason. Case thinks the conversation is about agenda items and there is longer history of things... if anyone sent in an agenda item it would not be considered and there is a motion and perhaps two motions on the floor that need to be voted on. Billie Townsend asks why this is on the floor is the chair not doing her job. Ali responds that it will be discussed at the meeting on Thursday. Harris says there needs to be a vote. Ali says they cannot discuss at this meeting because legally they cannot. Orville Townsend asks the TRC, to take a lead from their elders who have already been there and the vote on a no confidence vote seems like a procedural matter but could have some legal ramifications for somebody and so to make sure you know what you are doing and have all legal boundaries covered.

Traore says that he wants to clarify there are concrete reasons, but he is not comfortable releasing those reasons because the person who is bringing the reasons has asked to be kept private until giving the clearance to release this information. But at the end of the day sources have to be protected and Iowa Code Chapter 23 talks about when anyone from the public gives information that is pertinent to the working of the TRC they have to say whether they want that open or closed.

Billie Townsend asks who is chairing this meeting. Porter responds that is a good question.

Oliver Welein has heard a lot about respecting your elders in this meeting but there is also something to be said of learning from your elders' mistakes and calling them out when they are wrong. Whoever wants to put a motion on the floor for a change in leadership should just do it.

Harris says the way he feels about it is he wants a vote on it. He has seen in person things and he wants some clarity on it, he wants to know. Harris goes on to say the Chair says no one has called her about it and he agrees with it and wants to have a vote on it to talk about it at the next meeting, but he does want to talk about. The things he has heard are disturbing if true.

Lujayn Hamad says holding someone accountable and questioning someone's position of power, or actions is not necessarily an active disrespect instead it is an aura of discomfort and that is where change and the most important conversations come from. There is nothing wrong in questioning the authority.

Emilia Roberts, does not see this as coming out of disrespect but will lead to clarity.

Marian Coleman says she hears what is being said about respecting your elders. People have the right to face their accusers and that are other people who have done some research and you open the door for other people to talk about other disrespect and or other things that let us know that you are truly interested in truth and reconciliation, there are some more truths out there about other folks can the public share that with on Thursday. Her question is will the public, if they are old be able to share those things.

Harrington asks staff to call roll. Staff asked in reference to what motion there have been a few. Traore brought his motion back up but Hamad asked for her motion which was seconded by Rivera and to have roll call. Harrington asked Hamad to restate the motion for staff. Hamad responds that to put on the agenda to have a vote by the TRC the discussion or to put on the agenda a vote on a no confidence vote for new leadership on the agenda for Thursday (March 4, 2021). Harrington inquiries about any discussion on the vote, Hamad responds she was complying with Open Meeting Laws. Currin says he is unclear current leadership is Porter, Harrington, and Traore. Hamad does not want to discuss to avoid Open Meeting Law violations and that the TRC should just vote on new leadership. Harris asks for a motion to review the facts. Ali says the motion on the floor is to discuss the no confidence vote it does not mean that the TRC cannot discuss when it comes on the agenda.

Currin asks who will the TRC be voting off on Thursday. Harrington asks staff to do roll call. Marian Coleman asks if the public can place something on the agenda. Harrington asked staff to do roll call. Marian Coleman asks if the public will be able to speak at the March 4, 2021 meeting. Ali says a portion of the meeting on Thursday will be set aside for comments for items not on the agenda. Marian Coleman asks if the public will be able to speak on agenda items. Harrington replied that usually the TRC does allow the public to comment on agenda items.

Marian Coleman asks if her attorney can speak, is that appropriate would he be considered the public too. Ali says that she believes they could speak. But it would probably not be in the best interest for a person to speak on behalf of an entire entity.

Hamad asks can the TRC get to roll call. Marian Coleman asks staff if there can be an addendum to an agenda item. Staff reports that the City Attorney gave guidance but the TRC can proceed on this how

they choose to. Maran Coleman hopes that Case can work on the reconciliation she wants the TRC to be successful.

Porter asks staff to take a vote. The motion passes 8-1 (Currin in the negative).

Joe Coulter recommends that the TRC make a motion to accept and endorse Case as the facilitator for the TRC. Staff says that the motion needs to come from a TRC member.

Staff believes the TRC should vote on the agreement to get it on record so that it is clear who is in support of the agreement. Case has already been voted on to serve as facilitator.

Harrington makes a motion to move forward on the facilitator agreement for the Council meeting tomorrow, Currin seconded. Motion passes 8-1 (Hamad in the negative).

Porter makes a motion that all TRC members must be residents of Iowa City, Currin seconds it. Ali asks for clarification as to whether it is literally Iowa City. Porter clarifies she means Johnson County. Case mentions that he thought the Council made decisions on who serves. Porter responds that is correct but at the time the Council thought everyone resided in Johnson County. Case feels the meetings should be the work of the Commission and not the power struggle and to move beyond it. It is counterproductive to have every TRC meeting be combative.

Orville Townsend notes that most commissions have a general requirement for people to reside in Iowa City.

Harrington asks staff for roll call. Emilia Roberts says she is confused about this specific motion because everyone on the TRC is deserving and qualified to serve on the TRC.

Billie Townsend reads from the City's Board and Commission page that eligibility requirements are that applicants must reside in Iowa City and be 18 years of age unless specific qualifications are stated. Emilia Roberts notes that she would appreciate not being talked over and she does not understand the motion.

Joe Coulter would like to recommend to the TRC to take the advice of Rivera with a brief statement on the land that they live on and on the native heritage of this land.

The motion fails 3-6 (Ali, Hamad, Harris, Navarre-Jackson, Rivera, Traore in the negative).

Meeting Adjourned.

**AD HOC TRUTH & RECONCILIATION COMMISSION
ATTENDANCE RECORD
YEAR 2021**

(Meeting Date)

NAME	TERM EXP.	12/21/20	1/7/21	1/21/21	2/4/21	2/18/21	3/1/21	3/4/21	3/18/21	4/1/21	4/15/21	4/29/21	5/13/21	5/27/21	6/10/21
ALI	6/22	X	X	X	X	X	X								
CURRIN	6/22	X	X	X	X	X	X								
HARRINGTON	6/22	X	X	X	X	X	X								
NAVARRE-JACKSON	6/22	X	X	X	X	X	X								
PORTER	6/22	X	X	X	X	X	X								
HAMAD	6/22	X	O/E	X	X	X	X								
HARRIS	6/22	X	X	X	X	X	X								
RIVERA	6/22	X	X	X	X	X	X								
TRAORE	6/22	X	X	X	X	X	X								

**KEY: X = Present
O = Absent**

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.

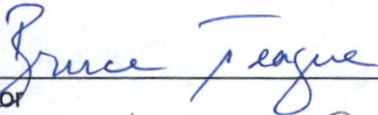
2. The TRC shall have nine members who are representative of the City's BIPOC communities and organizations, including those who have direct lived experience with systemic racism, as well as experts who support those communities. To the extent possible, as determined by the City Council, the TRC shall 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

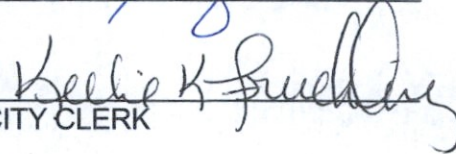
and white community members and representatives of various sectors in which people of color experience discrimination and injustice.

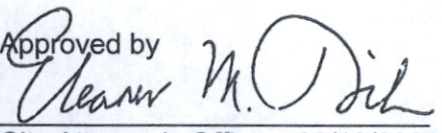
16. Absent further action by the City Council, the TRC will dissolve on June 30, 2022.

Passed and approved this 15 day of September, 2020.



Mayor

ATTEST: 
CITY CLERK

Approved by


City Attorney's Office – 09/10/2020

Native American Land Acknowledgement

Prepared for the City of Iowa City's Ad Hoc Truth and Reconciliation Commission and Human Rights Commission

PURPOSE

Iowa City owes its existence to the many indigenous peoples who were the original stewards of this land and who were subjected to manipulation and violence by non-native settlers and governments in order to make this moment possible. Acknowledgement of this truth is central to our work toward reconciliation across all barriers of difference and injustice. Starting with a Native American Land Acknowledgement, this Commission will bear witness to the legacies of violent displacement, migration, and settlement that have afforded us a diverse community while marginalizing those who were the first inhabitants of this land. We must also address the mistreatment and exclusion that Native Americans continue to face today. The Ad Hoc Truth and Reconciliation Commission and the Human Rights Commission encourage the community and City of Iowa City to join us in these efforts through the use of a Native American Land Acknowledgement.

LAND ACKNOWLEDGEMENT

To be read at all public meetings and events:

“We meet today in commitment and dedication to the community of Iowa City, which now occupies the homelands of several Native American peoples. We acknowledge the following Nations as all having ancestral connections to the land in the state of Iowa: the Chippewa, Dakota, Lakota, and Nakota, Iowa, Kickapoo, Menominee, Miami, Missouri, Omaha, Osage, Otoe, Ottawa, Ponca, Potawatomi, Sac and Fox, Winnebago, and the Three Affiliated Tribes. We also acknowledge the history of treaties and forced removal which have, by dispossessing Native Nations of their traditional territories, allowed our community to grow. We commit to understanding and addressing these injustices as we work toward equity, restoration, and reconciliation.”

LEARN MORE

[Native Governance Center Guide to Indigenous Land Acknowledgement](#)

[US Department of Arts and Culture: Honor Native Land Virtual Resources and Guide](#)

Special thanks to the [University of Iowa Native American Council](#) for their work and guidance, as well as members of the public for their input.