



CITY OF IOWA CITY MEMORANDUM

11-10-16
IP8

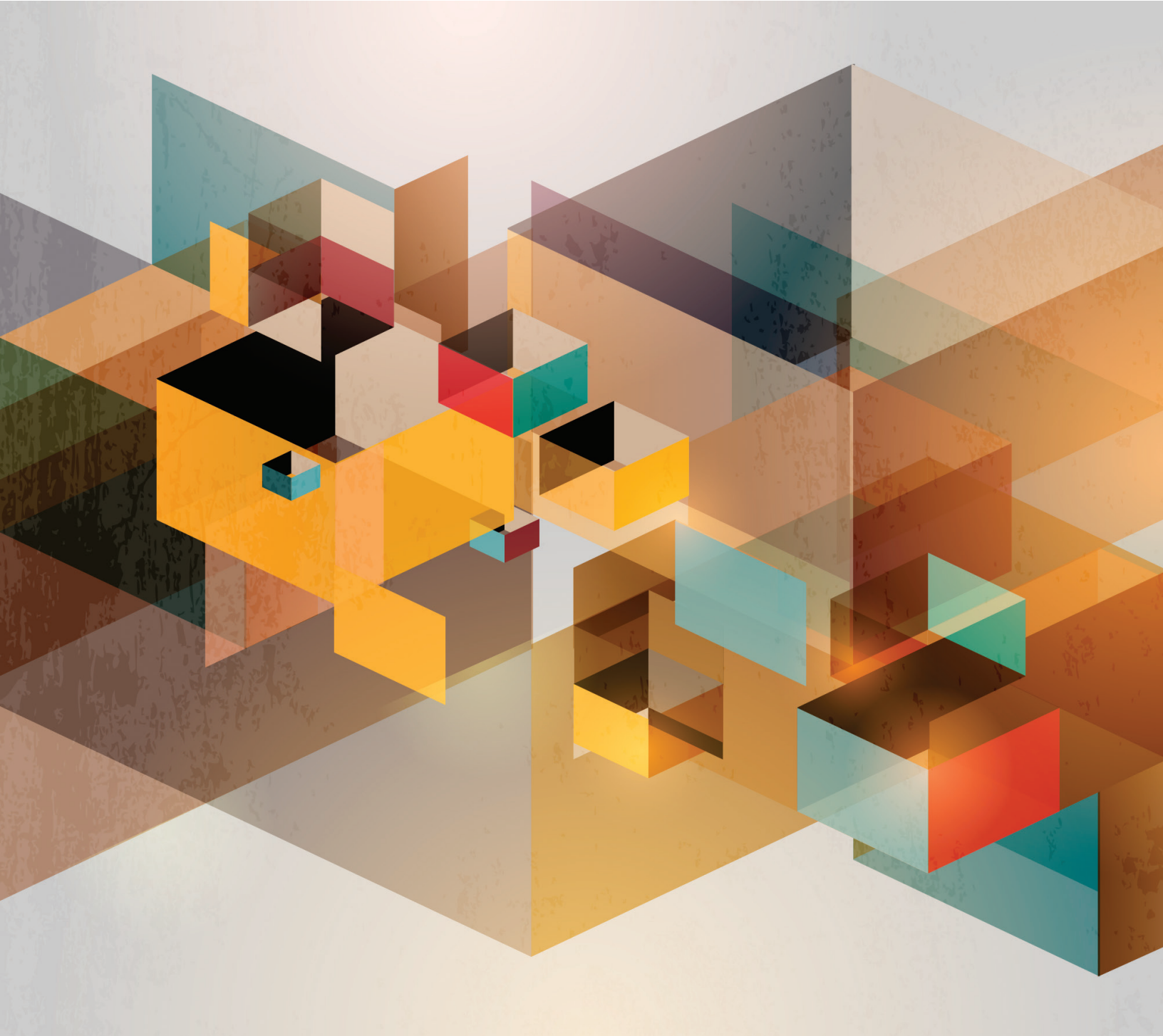
Date: November 9, 2016
To: Geoff Fruin, City Manager
From: Stefanie Bowers, Equity Director
Re: 2015 Report on Racial Equity

Attached please find the 2015 Report on Racial Equity. This report corrects a data set and a report that were mislabeled in the 2013 and 2014 Reports on Racial Equity. In those two editions, a data set and the appendix report were labeled as "arrests based on race, ethnicity, and gender," however, that specific data and that specific report actually represent a charge and not an event, like an arrest. Due to this fact, that specific data and that report did not represent what it purported to and thus any past generalizations or conclusions previously made are inaccurate. The 2015 Report on Racial Equity is also updated to reflect the proper language that should be used when referring to youth and the criminal justice system.

The appendix for the 2015 Report on Racial Equity is available on the City of Iowa City's Social Justice and Racial Equity Initiative page or at the link below.

<https://www.icgov.org/city-government/departments-and-divisions/human-rights/social-justice-and-racial-equity-initiatives>

City of Iowa City's Report on Racial Equity 2015



In June 2012, the Iowa City City Council established the Diversity Committee, which was formulated to serve as an ad hoc council committee to review issues relating to diversity within the City organization.

The committee reviewed the policies, practices and procedures within the Iowa City Police Department and the Transportation Services Department with the intent to provide a set of recommendations to the City Council on diversity-related matters. In March 2013, the Diversity Committee supplied the City Council and City staff with their recommendations. City staff developed an implementation form and reporting process designed to incorporate recommendations from both the Diversity Committee and City staff. The City Manager initiated a Diversity Task force and appointed an Equity Director to ensure the recommendations are implemented and in compliance with the goals of the City Council. In 2015, the Council passed a resolution supporting various recommendations from City staff and the Diversity Committee.

Since then, staff issues a quarterly update on the Diversity Initiative (which is available on the City website) and continues to implement the recommendations of the Diversity Committee. "Advancing social justice and racial equity" is one of the seven top priorities of the City's Strategic Plan for 2016-2017.

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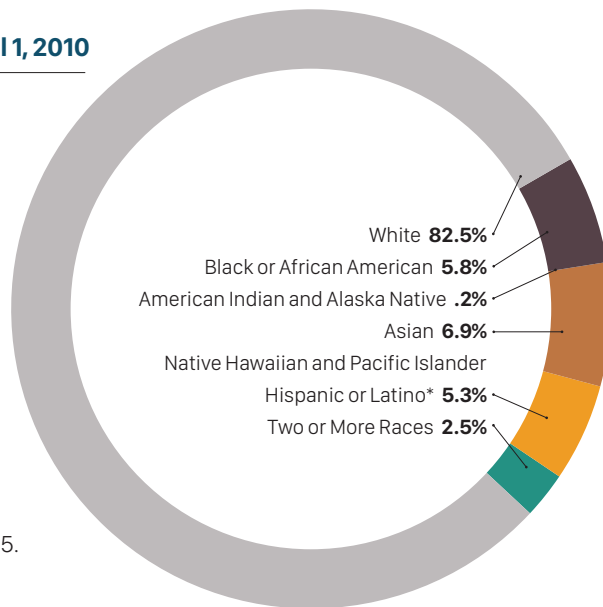
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The following data reports are on calendar year 2015 except for the data of the Human Rights Commission and Community Police Review Board whose data is on a fiscal year for 2015 (FY 15).

Race and Hispanic origin populations in Iowa City as of April 1, 2010

Remarks for population:

- All populations saw increases in Iowa City except for American Indian or Alaska Native.

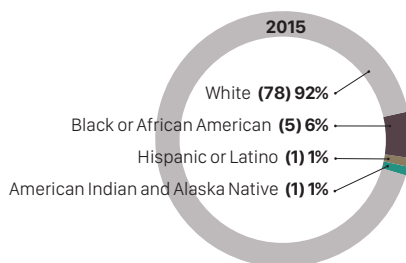
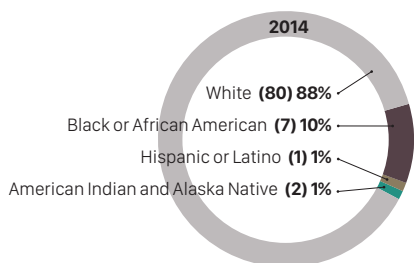


Boards and Commissions

Source: Voluntary Survey for Current Board/Commission Members

Remarks for Boards and Commissions:

- The City has over 130 persons serving on boards and commissions
- 80 responses in 2013, 85 responses in 2014 and 85 responses in 2015.



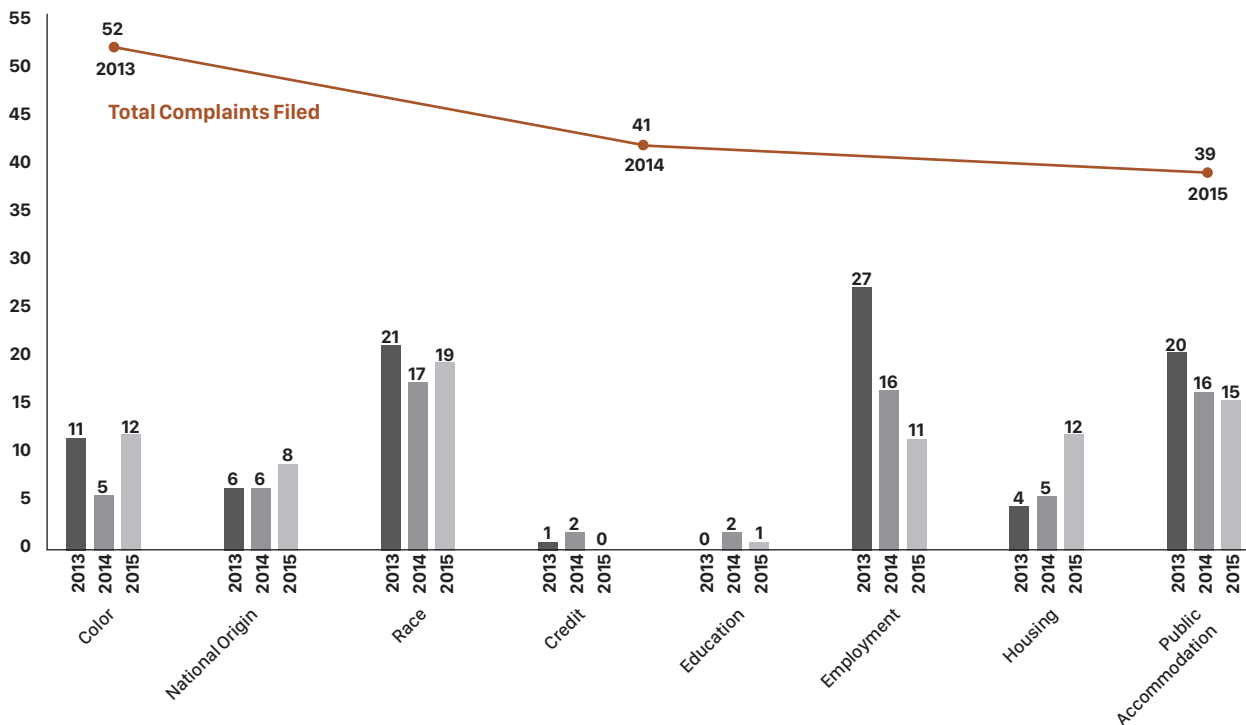
*The U.S. Census Bureau asks persons to mark the "race or races with which they most closely identify." [Ethnicity distinguishes between those who report ancestral origins in Spain or Hispanic America (Hispanic and Latino Americans), and those who do not (Non-Hispanic Americans). Hispanics or Latinos may be of any race, so also are included in applicable race category.]

Human Rights Commission

Source: Human Rights Commission Annual Report FY15

Remarks for Human Rights Commission:

- There has been a slight decrease in the number of complaints filed since 2013.
- Complaints alleging race, color, or national origin discrimination have remained relatively stable.



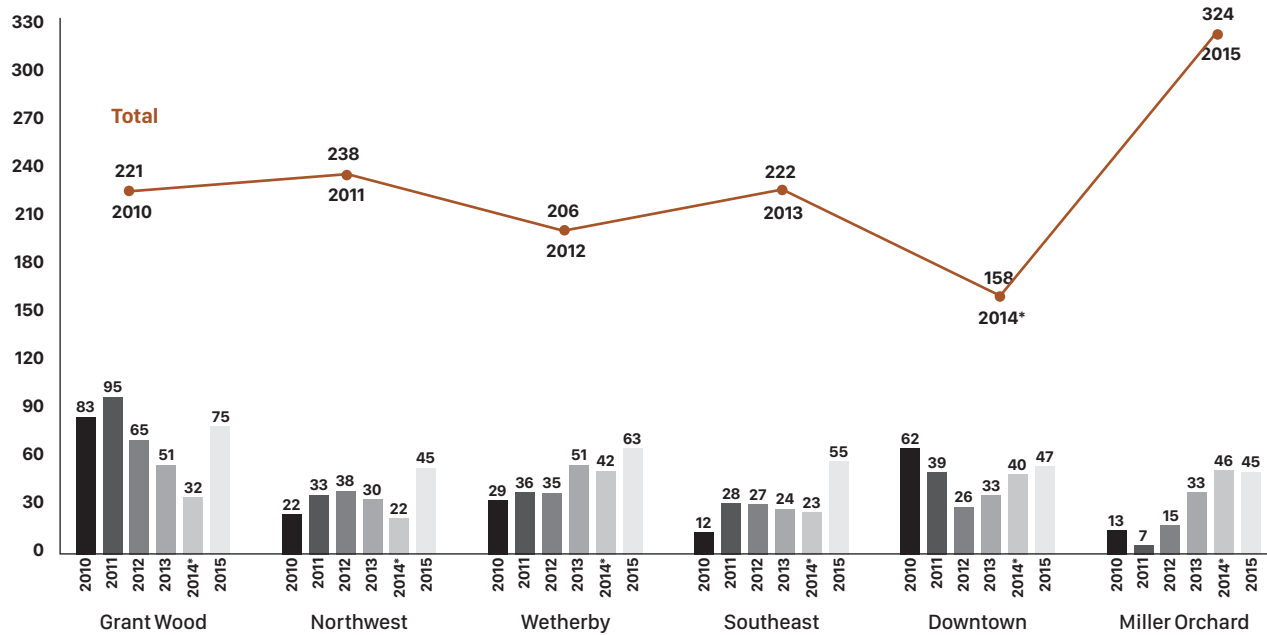
Top Five Neighborhoods for Youth Related Calls for Service*

Source: Iowa City Police Department Youth Report 2015

*There was an issue with the field population in the CAD database that identifies the neighborhood area for 2014. The Police Department identified this and had the software vendor correct it and populate the fields correctly which may explain the difference in the numbers from the Youth Report of 2014 and the Youth Report of 2015.

Remarks for Youth Related Calls for Service:

- The overall number of calls for service specifically classified as youth related complaints increased about 47% from similar calls placed in 2010.



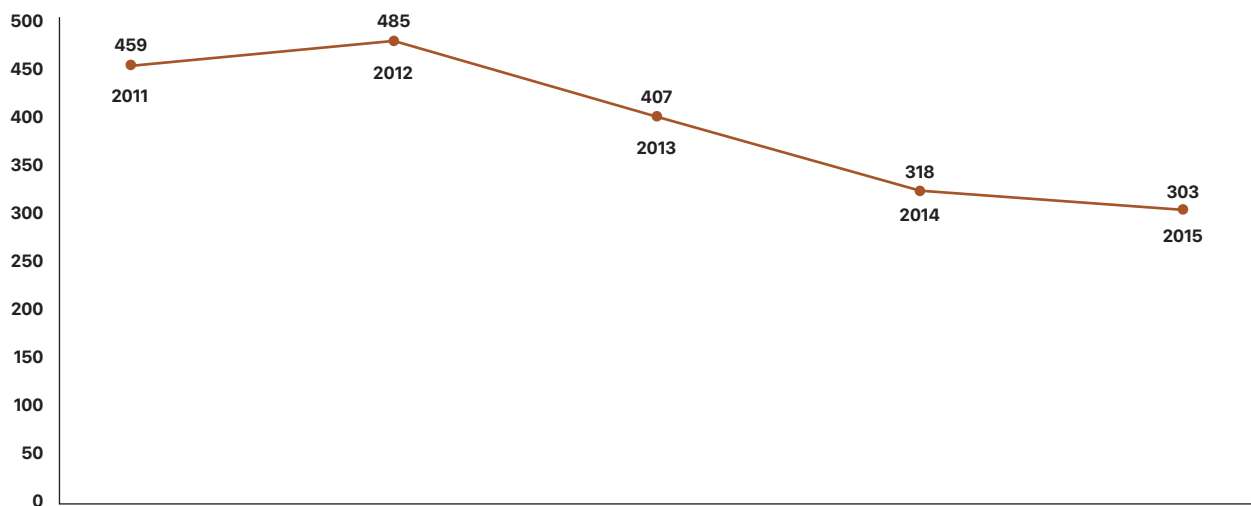
This number does not encompass all youth related calls for service, as the original call for service may not have been classified as involving youth, but was listed by the type of incident, for example, shoplifting.

Referrals to Juvenile Court Services (2011–2015)

Source: Iowa City Police Department Youth Report 2015

Remarks for Juvenile Court Services:

- Overall referrals to Juvenile Court Services declined by about 34% from 2011 to 2015.



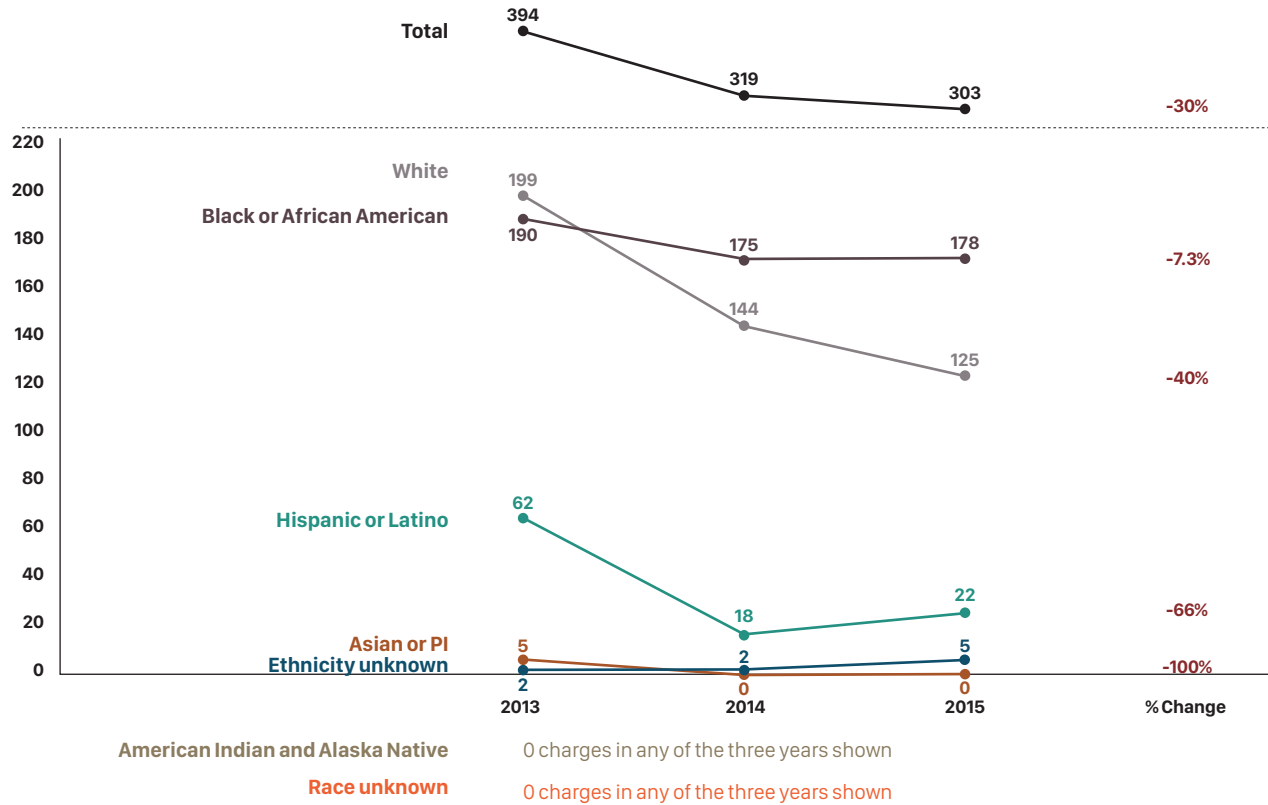
Youth Charges by Race and Hispanic Origin

Source: Iowa City Police Department Youth Charges Report

Remarks for Youth Charges:

- Youth charges for all races declined from 2013 to 2015.

Youth charges are referrals to Juvenile Court Services.



Youth Curfew Citations

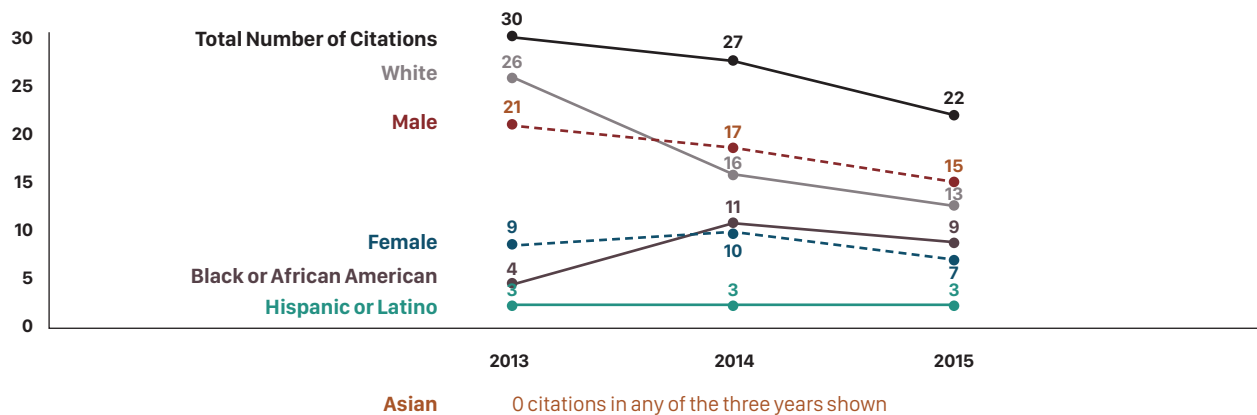
Source: Iowa City Police Department Youth Report 2015*

Remarks for Youth Curfew Citations:

- Citations have gone down by 27% since 2013.

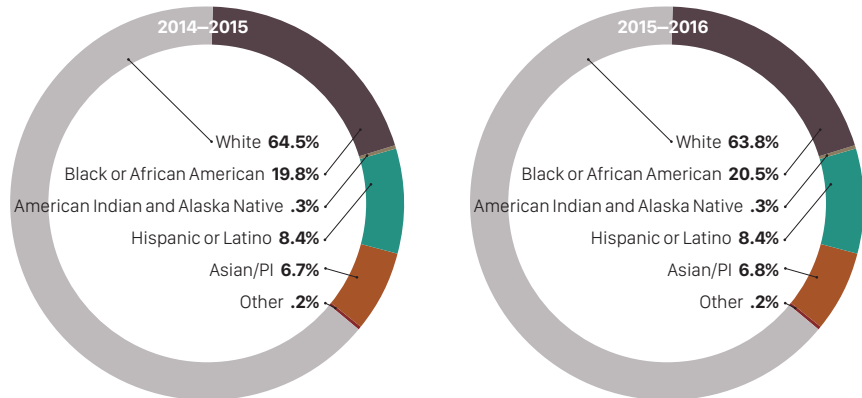
*Although not under the jurisdiction of the Juvenile Court Services youth can be cited for the local curfew law.

Of those 22 citations, 13 were described as being White by race. Of those 13 White classified citations, 3 individuals identified their ethnicity as being Hispanic. Youth issued this citation are not referred to Juvenile Court Services.



Race and Ethnicity Comparison, 2014–2015 to 2015–2016

Source: Iowa City Community School District Enrollment, Demographics and Class Size Report Winter 2015–2016



Calls for Service to Schools

Source: Iowa City Police Department Calls for Service Elementary, Jr. and Sr. High 2015 Iowa City Community School District Enrollment, Demographics and Class Size Report Winter 2015–2016

Remarks:

- Calls for service to all schools has declined by 28% since 2013.
- Calls for service to elementary schools declined by 42% since 2013.

Calls for service are only for schools physically located in Iowa City.

	2013	2014	2015	Total racial minority	Asian/PI	Black	Hispanic	A. Ind.
Wood	127	94	105	71.1%–74%	4.5%	49.1%	17.1%	*
Hoover	49	19	22	19.5%–24.3%	4.2%	8.1%	6.6%	*
Lincoln	47	55	31	29.5%–36.3%	19.8%	8.9%		*
Lemme	0	1	0	25.8%–29.7%	4.9%	7.9%	12.5%	*
Weber	59	33	20	45.1%	7.1%	28.2%	9.8%	*
Mann	20	12	10	41.9%–45.2%		14.5%	27%	*
Horn	90	11	5	40.4%–42%	14%	21.5%	4.7%	*
Lucas	58	34	34	40.5%–42.5%	2.5%	22.2%	15.6%	*
Longfellow	48	45	48	12.2%–19.5%		11.2%		*
Twain	40	39	42	58.4%–64.1%		35.5%	22.2%	*
Shimek	27	14	11	6.3%–15.8%		5.1%		*
								*
								*
High Schools								
Tate	51	27	49	58.9%–64.2%		43.7%	14.6%	*
City	178	135	166	36.9%–37.9%	4.6%	20.2%	11.9%	*
West	165	178	183	31.4%–32.2%	8.4%	18.3%	4.6%	*
								*
Junior High								
South East	68	137	152	39.9%–41.9%	3.8%	22.9%	13%	*
Total	1080	891	777					

*Cell sizes less than 10 have been suppressed.

City of Iowa City Workforce by Race and Hispanic Origin

Source: Iowa City Employee Statistics Report

Remarks for City of Iowa City Workforce:

- Since 2013 the number of City employees has decreased.
- 7.5% of City employees identified as Black, Hispanic, Asian or American Indian in 2015.

2013	White	Black	Hispanic	Asian	Native	Total
Females permanent	172	5	1	3	1	182
Males permanent	411	10	15	3	0	439
Females temporary	253	8	6	10	2	279
Males temporary	195	7	4	5	1	212
Total	1031	30	26	21	4	1112

2014	White	Black	Hispanic	Asian	Native	Total
Females permanent	161	5	0	2	1	169
Males permanent	397	12	14	2	0	425
Females temporary	226	6	6	6	1	245
Males temporary	149	9	3	7	1	169
Total	933	32	23	17	3	1008

2015	White	Black	Hispanic	Asian	Native	Total
Females permanent	160	5	0	2	1	168
Males permanent	402	11	12	2	0	427
Females temporary	203	3	9	6	1	222
Males temporary	114	8	6	4	1	133
Total	879	27	27	14	3	950

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City of Iowa City's
Report on Racial
Equity 2015

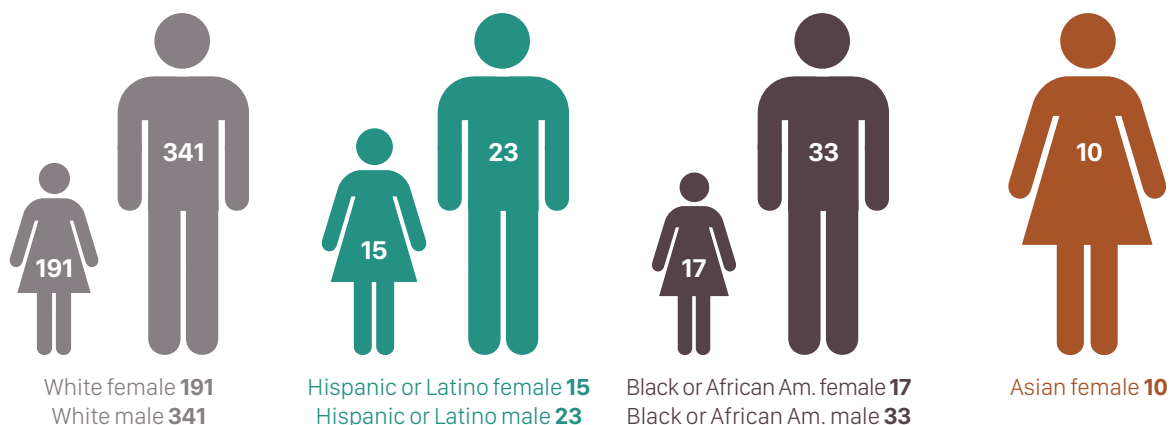
Persons Applying 2015

Source: Munis Enterprise Resource Planning

Remarks for Persons Applying:

- 1129 persons applied for City employment.
- 630 persons of that number voluntarily reported out on their race and Hispanic origin.
- Of that number 16% identified as Black or African American, Asian or Hispanic or Latino.

Total Applications **1129**



Traffic Stops by Age, Race and Gender (Male)

Source: Iowa City Police Department Traffic Stop Report 2015

Remarks for Male Traffic Stops:

- Male traffic stops in Iowa City increased 10.8% from 2013 to 2015.
- Males aged 20-29 across all races were the most frequently stopped in 2015 at about 49%.

2013	Under 16	16-19	20-29	30-39	40-49	50-59	60+	Total
No Classification of Race	0	7	24	8	8	6	5	58
Asian or Pacific Islander	1	44	239	60	28	14	7	393
Black or African American	3	114	472	235	149	93	22	1088
Caucasian	39	394	2272	809	614	563	371	5062
Hispanic or Latino	8	42	152	105	70	30	17	424
American Indian	0	3	8	5	4	1	2	23
Other	1	11	78	42	20	9	3	164
Unknown	1	5	18	11	10	2	1	48
Total	53	620	3263	1275	903	718	428	7260

2014	Under 16	16-19	20-29	30-39	40-49	50-59	60+	Total
No Classification of Race	1	2	36	14	7	6	8	74
Asian or Pacific Islander	0	67	335	58	30	17	5	512
Black or African American	9	130	554	274	167	94	23	1251
Caucasian	32	455	2382	784	536	498	361	5048
Hispanic or Latino	3	37	176	91	82	31	4	424
American Indian	0	0	9	3	1	1	1	15
Other	1	16	67	42	31	21	5	183
Unknown	1	10	40	13	5	6	2	77
Total	47	717	3599	1279	859	674	409	7584

2015	Under 16	16-19	20-29	30-39	40-49	50-59	60+	Total
No Classification of Race	0	0	1	0	1	1	0	3
Asian or Pacific Islander	3	78	335	69	27	15	6	533
Black or African American	9	109	669	254	143	82	15	1281
Caucasian	51	580	2588	802	537	529	436	5523
Hispanic or Latino	6	50	205	100	59	42	13	475
American Indian	0	0	6	4	2	1	1	14
Other	2	13	65	26	19	12	1	138
Unknown	1	8	39	16	7	8	2	81
Total	72	838	3908	1271	795	690	474	8048

Traffic Stops by Age, Race and Gender (Female)

Source: Iowa City Police Department Traffic Stop Report 2015

Remarks for Female Traffic Stops:

- Female traffic stops saw a modest increase of 5.3% more stops from 2013 to 2015.
- Females aged 20-29 across all races were the most frequently stopped in 2015 at about 46% of total stops

2013	Under 16	16-19	20-29	30-39	40-49	50-59	60+	Total
No Classification of Race	2	3	18	10	11	4	1	49
Asian or Pacific Islander	2	16	115	35	19	6	8	201
Black or African American	6	56	285	131	91	41	8	618
Caucasian	30	327	1564	461	465	348	230	3425
Hispanic or Latino	3	21	87	47	21	17	3	199
American Indian	0	2	3	4	1	0	0	10
Other	0	6	20	8	12	3	1	50
Unknown	0	4	11	4	2	3	1	25
Total	43	435	2103	700	622	422	252	4577

2014	Under 16	16-19	20-29	30-39	40-49	50-59	60+	Total
No Classification of Race	0	4	15	7	7	4	4	41
Asian or Pacific Islander	4	13	143	24	18	10	5	217
Black or African American	3	84	378	152	76	34	10	737
Caucasian	31	314	1529	447	334	330	230	3215
Hispanic or Latino	3	22	79	52	28	19	6	209
American Indian	0	0	7	4	0	1	1	13
Other	1	10	17	9	12	2	0	51
Unknown	0	3	14	8	4	2	0	31
Total	42	450	2182	703	479	402	256	4514

2015	Under 16	16-19	20-29	30-39	40-49	50-59	60+	Total
No Classification of Race	1	0	2	1	0	0	0	4
Asian or Pacific Islander	2	36	152	28	23	10	3	254
Black or African American	7	76	317	159	71	39	11	680
Caucasian	38	407	1599	511	404	303	261	3523
Hispanic or Latino	5	29	101	43	34	17	4	233
American Indian	0	2	3	2	2	0	1	10
Other	2	3	18	10	6	3	0	42
Unknown	3	6	19	8	7	2	2	47
Total	58	559	2211	762	547	374	282	4793

Number and Type of Allegations

Eleven complaints were filed during the fiscal year July 1, 2014 – June 30, 2015. Seven public reports were completed during this fiscal period, one complaint was withdrawn and three complaints were summarily dismissed, one complaint filed in FY15 was still pending before the Board when the report was published.

Of the eighteen allegations listed in the seven complaints for which the Board reported, two were sustained.

The Board made comments and/or recommendations for improvement in police policy, procedures, or conduct in three of the reports:

Allegations

Complaint #14-02
The CPRB acknowledges that suitable changes have been made to the Weapons policy.

Complaint #14-02
1. Excessive Use of Force – **SUSTAINED**

Complaint #14-03
1. Illegal Search of the Vehicle – **NOT SUSTAINED**
2. Harassment – **NOT SUSTAINED**
3. Use of a Racial Epithet – **NOT SUSTAINED**

Complaint #14-04
The original eight allegations are summarized in the three categories listed to the right.

Complaint #14-04
1. Responsibilities – **NOT SUSTAINED**
2. Obedience to laws and regulations – **NOT SUSTAINED**
3. Incompetence – **NOT SUSTAINED**

Complaint #14-05 – SUMMARILY DISMISSED

Complaint #14-06
1. Unlawful Search – **NOT SUSTAINED**
2. Unlawful Seizure – **NOT SUSTAINED**

Complaint #14-07 – WITHDRAWN

Complaint #14-08
1. Officer included inaccurate information in an official police report – **NOT SUSTAINED**
2. This was retaliation against the Complainant for filing a complaint against another officer in an earlier CPRB complaint – **NOT SUSTAINED**

Complaint #14-09 – SUMMARILY DISMISSED

Complaint #14-10 – SUMMARILY DISMISSED

Complaint #14-11
1. Officer failed to sufficiently investigate the motor vehicle collision as directed by ICPD General Order 99-09, Section IV, Procedures. – **NOT SUSTAINED**
2. Officer’s determination that the Complainant was at fault in the accident was incorrect and the traffic citation for following too closely should not have been issued – **SUSTAINED**
3. Officer did not listen to the Complainant’s point of view in regard to how the accident occurred – **NOT SUSTAINED**
4. Officer’s threat to take the Complainant to jail was inappropriate under these circumstances – **NOT SUSTAINED**
5. Officer issued the Complainant a citation because she is not an “American”. – **NOT SUSTAINED**

Complaint 15-01
CPRB acknowledges cultural differences and mannerisms may make it difficult to accurately assess and interpret behavior, especially when compared to others behavior/responses.

Complaint #15-01
1. Racial Profiling – **NOT SUSTAINED**
2. Discourtesy – **NOT SUSTAINED**