

From: contact@iowa-city.org on behalf of City of Iowa City <humanrights@iowa-city.org>
Sent: Wednesday, January 04, 2017 10:45 PM
To: HumanRights
Subject: Form submission from: FY17 Social Justice and Racial Equity Grant Application

==I. Organizational INFORMATION (5 points)==

Full name of organization: Sankofa Outreach Connection

Mailing address: PO BOX 2664, Iowa City, IA 52240

Telephone number: 3195410669

Email address: sankofaoutreach@gmail.com

Website: <https://www.facebook.com/SOConnection/>

Name and title of contact person for purposes of this application: LaTasha DeLoach - Co-founder

Contact person's telephone number and email address: 319.541.0669

ldeloachspi@gmail.com

Organization's Mission Statement:

Mission Statement: The Sankofa Outreach Connection (S.O.C.) promotes awareness of and appreciation for women of color experiences through activities and events that enhance and strengthen cultural competence. The S.O.C. engenders the need for inter-generational women of color to build connections and provide awareness and information in regards to wealth, health and support through education, cultural and social events and activities.

Number of years has the organization been in operation? The S.O.C. was founded by women of color who also serve on the Board of Directors. The S.O.C. has been an official group for one
The 2017 goals of the organization:

Within our mission, our design is to address racial and gender disparities in community access to health information and wellness programming. Moving forward in 2017, our three primary goals are: 1) to increase the overall wellness of women of color in our community, 2) to decrease social isolation of women of color, and 3) to connect women of color to existing spaces such as recreation centers, walking/biking trails, and free to low cost amenities that increase wellness in our community. These goals work in conjunction with our mission to promote inter-generational health and wellness, and address barriers to the elimination of health disparities.

Provide an example of a project, program or service initiated by the organization in the last three years that had a wide community reach and impact.: As a new organization, S.O.C. saw an opportunity to collaborate with the Iowa City Area Juneteenth Community Committee. On June

==II. Proposal (20 points)==

What is the program, service or activity?

The program which we are requesting funding for is entitled "Sisters at the Center." The goal of this program is to address barriers to health and wellness for women of color, in Iowa City and the surrounding community. By design, "Sisters at the Center" will consist of a series of programs intended to educate, while simultaneously creating a sense of connectedness for women of color.

Our program is simple:

Throughout the year, we will offer programming in various local facilities, to help accommodate those that want to participate, about health and wellness options for their entire families with City of Iowa City staff.

We will offer food and nutrition classes at different local facilities to provide information and healthy alternative options for traditional meals. These options will represent most, if not all of our different cultural backgrounds.

We plan to assist in bringing more women to our local farmer's markets for the community social engagement, as well as exploration of more fruit and vegetable options.

Once established, our long term goal is to create and care for a community plot to grow vegetables that women in our program can share free of charge.

We want to provide common opportunities to women of color that often are taken for granted by others. We want to come together to learn more about the amenities that the City of Iowa City has to offer, such as, but not limited to, walking trails, parks and recreation opportunities. We plan to offer these options to show women how to not only utilize these moments, but to connect to the community and find new friends within our group. Overall, we have hope that by decreasing their isolation, we can potentially repair the harm from the varied years of exclusion. We want to bring the City of Iowa City to our constituents.

How does the program, service or activity advance social justice or racial equity?

The main objective of the Sisters at the Center program is to address disparate access to affordable recreational facilities and health-related information. Lack of access to this information often serves as a barrier to general health and wellness for women of color in Iowa City and in the surrounding community. Additionally, the program endeavors to alleviate social isolation secondary to discriminatory behavior and exclusion from community resources that often promote feelings of disconnectedness. This program is designed to create community partnerships through a series of activities and events that will encourage usage of local facilities, while simultaneously

fostering a sense of kinship for women of color.

Why is there a need in this community for this program, service or activity? Response should include information or data that demonstrates the need. :

The Sisters at the Center program fulfills the mission of the S.O.C. through the provision of access to facilities, allied health and wellness professionals, and health information for women of color. Women of color are disproportionately affected by diseases such as obesity, diabetes, and cardiovascular disease, which persists in part because of racial segregation in residential communities [1,2]. Moreover, the program addresses the vital necessity for programming that promotes social interaction and connectedness with each other to ameliorate the impact of social isolation and discriminatory behavior as a result of living in a predominantly white community. There is evidence to suggest that instances of discrimination and racial segregation in residential neighborhoods are associated with higher rates of anxiety and depression among women of the African diaspora in the United States [3]. Additionally, there is emerging evidence to suggest that negative stereotypes of predominantly black physical spaces (i.e., residential neighborhoods) may have long-term economical and environmental consequences [4]. Furthermore, these negative perceptions strongly influence the sense of connection to the physical space and to the people who inhabit it [4].

Does the program, service or activity include partnerships or collaborations with other organization(s)? If so, what organization(s)? :

As part of our mission statement developing partnerships is a key to success. Our current list of collaborative partners include:

STRIKE Martial Arts (Iowa City) - Master Hamza Omar - Kickboxing and self defense classes for women who wish to participate.

City of Iowa City Parks and Recreation - Chad Dyson - low cost use of space and increased participation in recreation center classes throughout the year.

Hyvee (Waterfront) - Healthy food demonstrations and collaborations with dieticians.

Field to Family - Michelle Kenyon –The farm stand program offers free fresh produce and food samples and works to reduce food insecurity and increase the amount of fruits and vegetables consumed in general in our community.

Some of the potential partners we seek to include are:

University of Iowa College of Nursing and Health Care centers/departments

Kirkwood College for a variety of supports.

If applicable, explain the partnership or collaboration with the other organization(s). :

As we continue to develop new ways to uphold our mission, we will continue to seek additional partnerships with other entities in our community to provide additional access to wellness opportunities. The partnerships that we do have are from connections we are currently using to increase wellness with members such as our kickboxing group. It is unfortunate that this has been limited due to cost and location for some of our members. The need and desire for our programming alone has set the tone moving forward. For some of our current activities, we have had members donate funds for other women of color in the community to attend.

We will begin a partnership with Field to Family in the spring and we hope to build larger community events around these opportunities given the demographic of women we serve and their families. Hy Vee and City of Iowa City Parks and Recreation are semi new partners for our group but willing to assist in our efforts. We have previously collaborated with them this past year, as a means to find ways to encourage our members to start using the facilities throughout the community.

How many community members will be served by the program, service or activity? For what duration?

Currently, we have connected with over 300 women in some capacity, whether that be by email, by phone, or through social media. Our initial goal is to serve a third of our current membership or about 103 women. Ultimately, we hope to serve up to 130 in some variation of the services listed in this grant for the duration of one year. We believe we will exceed these numbers with some of our larger events. One event in particular would be our health expo, which will be open to the general public and all will be welcome to attend.

Are there fees charged to community members as a part of the program, service or activity (for example, is there a charge to participants for the service)?

Currently the only activity that requires a fee is the Kickboxing class. All other activities are free of charge. We would like to ask for a \$10 donation as a membership fee to cover administration services for the program. If participants cannot afford the \$10 any amount will be helpful, but ultimately the membership will be free of charge.

What are the specific outcomes and performance measures for the program, service or activity in one year from implementation?

Outcomes:

Increase of facility utilization numbers; program participation numbers

An increased connection to the community and an overall increase in the knowledge of city resources

Healthier lifestyle choices by our members
15% increase S.O.C. membership numbers

What indicators have been identified to measure outcomes and performance? :

Attendance records will be monitored for participant increase. Initial participation surveys will be given to all members. This survey will continue on throughout the course of the year, perhaps on a quarterly basis. The results of these surveys will allow us to monitor the knowledge and choices of our members. The number of email and/or social media requests to join the group will be monitored on a weekly basis. This will also help develop our communication and marketing styles to cultural backgrounds of our intended audiences.

What are the demographics of the community members that will be served by the program, service or activity (Response should include age, race, gender and income)?

As per our mission, we plan to target populations of women of color including, but not limited to, those of African descent. African American, African, Latina, Native American and Asian. Over 75% of these women being of the African diaspora in the age range of 12 to 100 years of age. With the ongoing demographic changes, there is an ever pressing need to offer a variety of culturally responsive programs that serve the next generation. We want to reach a number of women from various economic backgrounds through programs that educate, foster self-esteem, and build a sense of community. Our outreach efforts will focus on the most diverse members of Johnson County, while dedicating time to help build a better future for those in low-income neighborhoods. Women earn less than the federal poverty line will not have any registration cost and we will use funds to cover their and some of their equipment (if needed) but will still receive services for free.

What processes and/or tools will be created as a part of the program, service or activity that can be shared with others in the community to eliminate racial and social inequities?

We hope to continue to partner with more organizations and local government entities to show additional ways to increase culturally appropriate options to reach women of color. Many of these women are the center of their families. It is important to provide avenues to hear and understand issues from our/their perspective.

Some of those opportunities may be in sharing and collecting data about our perception of being a women of color in the community, as well as what we determine are our needs, wants and desires to increase our quality of life here in Iowa City. We can gather much of this information in several ways such as surveying/interviewing our large membership. We can also use

dialogue groups, community organizing, advocacy work, social and media campaigns.

Is the program, service or activity sustainable in the community after the SJRE Grant funding ends?

-Yes. Sankofa Outreach Connection will implement this program with a commitment to continuing to impact the demographics we are serving after the grant funding. We see it as a form of restoration and repair for women of color who are trying to make Iowa City a more livable community for others who are like them and their families. We have created an approach that is culturally responsive, competent, and aligned with the community and our organization. We hope to shift community norms, systems, increase organizational capacity and efficiency, and produce increased impact through the organization and community efforts. In addition we will continue to work with other organizations, secure services, and increase community involvement.

==III. Funding Amount Request (5 points)==

Amount of funding requested: Requesting: \$13,500.00

How will the funding be utilized?

The funding will be used for professional service fees offered to

us at group discounted rates. This will include discounted classes, nutritional foods for presentation and specialized food

consultants and dietitians. Funds will also cover supplies for

the women such pedometers, bus passes, copies, and guest speakers.

Other funding sources (including grants): The only other funding

sources we have are from donations and what could be made from

our next Trailblazers award ceremony.

Organizational budget for 2017 and 2018: We have an organizational budget of \$10,000.

Identify a timeline for the program, service or activity (timeline should identify the specific time frame for the actions)*: Timeline of program: July 1, 2017 to June 30, 2018

Spring 2018 - Annual Connections Event Fall 2017 - Health Expo

Spring 2018

Provide a budget for the program, service or activity (the budget

should identify specific expenses): please see email table for

our budget

**Sisters at the Center a program of Sankofa Outreach Connection
Grant: Social Justice Racial Equity 2017**

Budget

| <i>Activities based on 30 attendees per session</i> | <i>Program Budget</i> |
|---|-----------------------------|
| <i>Kickboxing</i> | \$2,000 |
| <i>Strength training instruction/info</i> | \$1,200 |
| <i>Nutrition Class</i> | \$800 |
| <i>2 Health Expos</i> | \$3,000 + in-kind donations |
| <i>Connections Event (annual activity)</i> | \$5,000 |
| <i>Food, supplies, copies, etc.</i> | \$1,500 |
| <i>Total</i> | \$13,500 |

References:

1. Flegal KM, Carroll MD, Ogden CL et al. Prevalence and trends in obesity among US adults, 1999-2008. JAMA 2010; 303(3):235-241 doi: 10.1001/jama.2009.2014
2. Bower KM, Thorpe RJ, Yenokyan G et al. Racial residential segregation and disparities in obesity among women. J Urban Health. 2015; 92(5): 843-852 doi: 10.1007/s11524-015-9974-z
3. Lacey KK, Parnell R, Mouzon DM et al. BMJ Open 2015: 5(10): e008415 doi: 10.1136/bmjopen-2015-008415
4. Bonam CM, Bergsieker, HB, Eberhardt JL. Polluting Black space. J Exp Psychol Gen. 2016;145(11):1561-1582 doi: 10.1037/xqe0000226

Application

Form I: Organizational Information (5 points)

Full name of organization: Inside Out Reentry, Inc.

Mailing address: 500 N. Clinton St. Iowa City, IA 52245

Telephone number: (319) 338-7996

Email address: insideoutreentry@gmail.com

Website: www.insideoutreentry.com

Name and title of contact person for purposes of this application form: Michael Cervantes, Director

Contact person's telephone number and email address: W: (319) 338-7996 Cell: (319) 621-6263; insideoutreentry@gmail.com

Organization's Mission Statement: Inside Out Reentry's mission, as a comprehensive reentry program, is to heal individuals, restore relationships, reduce recidivism and increase public safety by supporting citizens returning to Johnson County from incarceration, and their families. IO assists people with housing, employment, health care (especially mental health care), transportation, education and basic life skills, both directly and by referral. IO also provides a supportive community and activities that promote personal awareness, accountability, and pro-social living through one-to-one and small group mentoring, classes and workshops, volunteer opportunities and social activities.

How many years has the organization been in operation? Inside Out Reentry ("IO") was founded in late 2014, originally as a project of First Baptist Church (n/k/a Spirit of Christ Church) of Iowa City. IO became an independent non-profit in early 2016 with our incorporation and 501c (3) certification from the IRS.

What are the 2017 goals of the organization? IO's goals for 2017 include continued growth in the number of participants we assist with achieving successful re-entry, continuing outreach with institutions in the State, as well as continuing outreach and education to the wider community about crucial issues associated with re-entry and criminal justice reform, e.g. voting rights for returning citizens and addressing racial inequities in the criminal justice system.

Provide an example of a project initiated by the organization within the last 3 years that had a wide community reach and impact. In 2015, IO implemented a community justice reform series to create a dialogue between participants, the local community, legislators, law enforcement, reform activists, and other stakeholders. Highlights of this series included:

- Book Discussion: Just Mercy: A Story of Justice and Redemption, by Bryan Stevenson of the Equal Justice Initiative - (4 sessions to discuss the book and 1 session to discuss Bryan Stevenson's talk in Iowa City on 10/04/15)

- Legislative Forum on Justice Issues
- Angela Davis, Lead-In Discussion by IO - 3/8/16
- Sister Helen Prejean, Lead-In Discussion by IO - 4/8/16
- Voting Rights Forum, co-sponsored with League of Women Voters of Johnson County, featuring Daniel Zeno of the ACLU - 11/03/16

IO also founded The Reentry Network of Johnson County (REN), which is described under the section on collaboration with other organizations.

II. Proposal (20 points)

What is the program, service or activity?

IO is Johnson County, Iowa's only comprehensive reentry program. We provide the following services to citizens returning from incarceration, and their families:

Individualized Reentry and Crisis Prevention Plans - In consultation with staff and volunteers, participants develop a personal re-entry plan with specific goals and steps, and a crisis prevention and recovery plan

Mentoring – one-to-one and small group; Tutoring – HiSET (GED), computer skills, job readiness tests

Employment – assistance with job applications, resumes, interviewing skills, collaboration with local jobs programs

Housing – assistance with housing applications and referrals to housing assistance programs; provision of “rapid rehousing” assistance through (deposit and partial rent payments) through Johnson County Housing Trust Fund grant

Life Skills Classes – financial literacy, cooking, computer literacy, parenting, healthy relationships, communication, problem-solving, conflict resolution, etc.

Emergency Loan Fund – rotating loan fund for emergency needs (car repair, medical, funeral travel, etc.)

Scholarship Fund – partial payments for tuition, fees and supplies for vocational programs

Community Meetings – to make recommendations about IO policies and operations, volunteer and social activities

Identification, Medicaid, Health Insurance – assistance with applications

Referrals & Support – Mental health, substance abuse, and health care treatment (including accompaniment to appointments as needed)

With this grant application, IO seeks funding to purchase two (2) new computers for our Resource Center where most of our services are provided, as well as a new printer, at an estimated cost of \$3,000.

How does the program, service or activity advance social justice or racial equity?

The U.S. currently incarcerates over 2.2 million people, the highest rate in the world. In Iowa, there are over 8,000 people in state correctional facilities, and more than 4,000 in county jails. Our criminal justice system disproportionately incarcerates African-Americans. For example, even though African Americans comprise just 3% of the population in Iowa, they make up 26% of the prison population. At least 95% of all state prisoners will be released from prison, with nearly 80% released to parole supervision and the remainder to no supervision on the discharge of their sentences. (Bureau of Justice Statistics, 2016, <http://bjs.gov/content/reentry/reentry.cfm>)

Once released from incarceration, returning citizens face significant barriers to successful re-entry. These barriers exist in housing, employment, basic citizenship rights, e.g. voting, and accessing basic services.

Nationally, legislators are beginning to recognize the era of mass incarceration is fiscally unsustainable, has failed to improve public safety, and has hindered the success of marginalized populations. Unfortunately, Iowa lags behind many states in enacting new legislation to reduce sentence-length and improve support for reentry. (Vera Institute, *New Trends in State Sentencing and Corrections*, 2014-2015). This means local initiatives for criminal justice reform, including re-entry services, are even more important in Iowa.

IO believes its participants are more successful at securing stable housing, employment, new educational opportunities, and mental health and substance abuse treatment services than returning citizens who do not have access to re-entry services. Through our program, returning citizens are welcomed and integrated, families can be made whole, and people return to productive lives. Inside Out supports a system of restorative justice in which returning citizens can become productive citizens.

Why is there a need in this community for this program, service or activity? Response should include information or data that demonstrates the need. Inside Out is Johnson County's only comprehensive reentry program. Iowa Dept. of Correctional Services reported that in FY 2014-15, 42 people were newly released on parole to Johnson County, with another 60 already on parole. Another 50 were released to Hope House Work Release Center. Another 47 people were discharged from Iowa prisons to Johnson County in FY 2014-15. There are about 100 people in Iowa prisons who will be released within 18 months, and IO works with members of this group as well. The Johnson County Jail Administrator reports about 40 people per year serve 3 months or more in jail and many of those have a history of repeated stints in jail.

Many of Johnson County's re-entering individuals deal with some form of substance abuse and/or significant mental health issues. Most returnees have limited education, unstable job history and diminished social/life skills. Some lack basic literacy proficiencies. Many have no contact with family or are enmeshed in unhealthy family systems. Most have trouble finding adequate housing, decent jobs and supportive services to help them successfully reintegrate into their communities. These difficulties, together with social attitudes and discrimination often lead to increased poverty and homelessness among returning citizens, and greater stress on their families and children. For example, men returning from prison in the U.S. face an average 40% reduction in annual earnings. (The Economic Mobility Project and The Public Safety Performance Project, *Collateral Costs: Incarceration's Effect on Economic Mobility*, Washington, DC: The Pew Charitable Trusts, 2010).

Many of IO's participants are self-referred or hear about the community from other members. Largely due to the outreach efforts of IO's director, we are now able to offer people help before release. IO has been working directly with Hope House residents and with individuals incarcerated in IMCC (Oakdale), Mt. Pleasant Correctional Facility, Anamosa State Penitentiary, Mitchellville, and other institutions throughout the state. At every institution in Iowa, inmates being released to Johnson County have access to our materials.

Does the program, service or activity include partnerships or collaborations with other organization(s)? If so, what organization(s)? Yes. IO founded the Reentry Network of Johnson County (REN), consisting of most agencies doing reentry work in the county, to

promote on-going collaboration. Through REN and beyond, IO has working partnerships with many organizations in the Johnson County community, including the Sixth Judicial District and Hope House, Jail Alternatives, Shelter House, Goodwill, Vocational Rehabilitation, Iowa City Catholic Worker House, United Action for Youth, Successful Living, Prelude, Abbe Center, Housing Trust Fund of Johnson County, and the Dream Center.

If applicable, explain the partnership or collaboration with the other organization(s). IO's partnerships, both in and outside of REN, involve collaborations for client services, some work on systemic changes related to re-entry and criminal justice, some supply volunteers, some are funding partners. In 2016, IO received a grant from the Housing Trust Fund of Johnson County to provide rental or deposit assistance to persons at or below 30% Area Median Income for Iowa City. IO applied to renew this grant in 2017.

How many community members will be served by the program, service or activity? For what duration? In 2016, IO served 81 individuals, some of whom have families who also benefited from the services we provide. We anticipate the number of returning citizens served to increase in 2017, perhaps even doubling, as a result of increasing outreach to state correctional facilities.

Are there fees charged to community members for the program, service or activity (for example, is there a charge to participants for the service?) All Inside Out services are provided free of charge to participants.

What are the specific outcomes and performance measures for the program, service or activity in one year from implementation? IO's purpose is to foster successful re-entry for returning citizens by providing them with support, opportunities, skills, and resources. Participants' use of computers at IO Resource Center for seeking and securing housing, employment, and educational opportunities is an important piece of the re-entry services we provide. Outcomes/performance measures: Of those participants utilizing the Resource Center computers for: a) jobs, at least 70% will achieve successful job placements (3 mos. or longer stable employment); b) housing, at least 70% will achieve successful housing placements (3 mos. or longer in stable housing) c) educational programs or study, at least 60% will successfully complete their programs or classes.

What indicators have been identified to measure outcomes and performance?

IO logs all visits to the Resource Center by participants. For this grant, we will also record the number of times and purposes for which our participants utilize the new computers, e.g. in relation to jobs, housing, educational programs. Thereafter, IO will measure outcomes related to participants' computer use, i.e., percentage of successful job and housing placements, as noted above.

What are the demographics of the community members that will be served by the program, service or activity (Response should include age, race, gender and income)?

In 2016, IO served 81 returning citizens. The demographics of these 81 are: 49 male, 32 female, 34 African-American, 4 Hispanic, 3 Multi-Racial, 40 Caucasian. 15 were aged 18-29, 62 were

aged 30-61, and 4 were aged 62-75. 1 out of 3 of the participants we serve are at or below 30% Area Median Income (AMI). The rest are between 30% and 80% AMI.

What processes and/or tools will be created as part of the program, service or activity that can be shared with others in the community to eliminate racial and social inequities?

The new computer stations IO is seeking to fund with this grant will allow us to continue to assist a growing number of citizens undergoing re-entry in the Johnson County Community. IO will continue its community outreach efforts through REN, its criminal justice reform series and general community outreach.

Is the program, service or activity sustainable in the community after the SJRE Grant funding ends? Yes.

III. Funding Amount Requested (5 points)

Amount of funding request: \$3,000.00 – Three thousand dollars

How will the funding be utilized? IO will purchase two (2) new computers for our Resource Center, and a new printer. IO's Resource Center is located in the upper floor of the Spirit of Christ Church and is open for participants to use Mon.-Thurs., 1pm-5pm, or by appointment. We currently have two (2) older computers with high speed internet access available for participants to pursue job and housing leads, complete cover letters and applications, participate in educational programs, or to learn/receive tutoring on basic computer skills. Currently, IO Resource Center's limited computer availability is shared among participants, staff, and volunteers at the center who must remain in contact with and serve those whom they are mentoring. Participants who use the Resource Center often have to wait in line for other participants to finish their computer work. We want to ensure there are always three (3) computers available for use by our participants. As the number of participants continues to grow, the problem of computer availability and access will become more acute.

Other funding sources (include grants): In 2016-2017, IO received grants from Johnson County Social Services and from the Community Foundation of Johnson County. IO has also applied for funding for FY18 from the City of Iowa City and the City of Coralville through the FY18 Joint Application, but still awaits the outcome. Most of IO's current funding relies on individual donations and pledges from local faith communities.

Organizational budget for 2017 and 2018:

| Expenses | 2017 | 2018 |
|---|-------------|-------------|
| Resource center/office maintenance/cleaning | 100.00 | 150.00 |
| Computers & printer upgrade/purchase | 3,000.00 | 0 |
| Computer software licensing(Intuit Payroll) | 422.40 | 422.40 |
| Cell phone | 388.00 | 388.00 |
| Programming materials & supplies | 150.00 | 250.00 |
| Office and other supplies | 300.00 | 300.00 |
| Stipends for contracted trainers | 0 | 500.00 |
| Volunteer training materials | 100.00 | 150.00 |

| | | |
|---|------------------|------------------|
| Transportation (for participants) | | |
| Bus passes | 200.00 | 400.00 |
| Taxi service (non-bus hours) | 100.00 | 200.00 |
| Food (for mtgs and events) | 350.00 | 400.00 |
| Accounting & legal services | 200.00 | 200.00 |
| Liability ins. (property & professional added To Spirit of Christ Church policy) | 150.00 | 150.00 |
| Personnel | | |
| Director/Case Manager (.5 FTE) | 15,600.00 | 15,600.00 |
| Admin Coordinator (.5 FTE) | 15,600.00 | 15,600.00 |
| Payroll FICA Taxes | 2,387.00 | 2,387.00 |
| Total Expenses | 39,047.40 | 36,947.40 |

| Income | 2017 | 2018 |
|---|-----------------|-----------------|
| In-Kind Contributions | | |
| Rent & Utilities (Spirit of Christ Church) | 7,800.00 | 7,800.00 |
| Landline/internet (Spirit of Christ Church) | 300.00 | 300.00 |
| Food – various donors | 200.00 | 300.00 |
| Bicycles – for participants | 500.00 | 900.00 |
| Total In-Kind Contributions | 8,800.00 | 9,500.00 |

| | | |
|---|------------------|------------------|
| Cash Income | | |
| Checking Account (carryover from '16) | 5,500.00 | |
| CRC & other faith comm. donations (est) | 10,000.00 | 10,000.00 |
| Individual donations (est) | 15,000.00 | 17,000.00 |
| Fundraising events (est) | 1,000.00 | 1,500.00 |
| Jo Co Social Services Flex Funding Grant | 6,651.00 | |
| Other grants/funds anticipated or applications pending/not yet awarded | 2,000.00 | 20,000.00 |
| General Fund Income | 40,151.00 | 48,500.00 |

| Designated (Pass Through) Funding | 2017 | 2018 |
|---|----------------|----------------|
| Rental Assistance (JC Housing Trust)* | 10,000.00* est | 10,000.00* est |
| Transportation/Loan Fund (ABC-USA) carryover from '16 | 750.00 | |
| Scholarship Fund (Spirit of Christ) Carryover from '16 | 886.60 | 1,000.00* est |
| *not yet awarded | | |

Identify a timeline for the program, service or activity (timeline should identify the specific time frame for the actions): IO will purchase the new computers and printer within one month of grant funding. Thereafter the computers and printer will be available for participants to use at IO Resource Center indefinitely.

Provide a budget for the program, service or activity (the budget should identify specific expenses). Two new computers and one printer: \$3,000 est.

From: contact@iowa-city.org on behalf of City of Iowa City <humanrights@iowa-city.org>
Sent: Thursday, January 05, 2017 12:44 PM
To: HumanRights
Subject: Form submission from: FY17 Social Justice and Racial Equity Grant Application

==I. Organizational INFORMATION (5 points)==

Full name of organization: United Action for Youth

Mailing address: PO Box 892

Telephone number: 3193387518

Email address: genevieve.anglin@unitedactionforyouth.org

Website: www.unitedactionforyouth.org

Name and title of contact person for purposes of this application: Genevieve Anglin, Business Director & Grants Administrator

Contact person's telephone number and email address:

319-338-7518, genevieve.anglin@unitedactionforyouth.org

Organization's Mission Statement: To nurture the potential of all youth to create, grow and lead

Number of years has the organization been in operation? 46

The 2017 goals of the organization:

UAY goals for 2017 include an expansion of our counseling program to include an additional therapist and psychiatric services. Our Crisis Mediation and Victims counseling program is also expanding by an additional staff person in 2017.

We are also looking to extend our outreach into the community.

This grant is a piece of that effort. We are also looking to partner with Film Scene on a documentary project and we are also planning new off-site music programming at City High and Tate High School.

Provide an example of a project, program or service initiated by the organization in the last three years that had a wide community reach and impact.: Crisis Counseling and Family Mediation

==II. Proposal (20 points)==

What is the program, service or activity? Forum Theater (also known as Theater of the Oppressed) is a style of interactive, improvisational theater that works directly on social issues. It was developed in the 1960's by Augusto Boal, and is a technique that uses theater as a means of promoting social justice and political change. In Theater of the Oppressed, the audience becomes active participants as they explore, show, analyze and transform the reality in which they are living. UAY would like to begin a theater troupe comprised of 12 people, 6 youth and 6 adults who would provide social justice and racial equity forum theater presentations to the community. Having both youth and

adults in the conversation seemed an effective way to address challenges and that the combination would lead to a better understanding of both worlds.

How does the program, service or activity advance social justice or racial equity? Each presentation would be tailored to the needs of the audience, and discussion and interaction would develop out of the specific ways in which racial and social justice presents itself to that particular community. For example, a police department may want to discuss ways in which teens react in specific situations when they feel threatened, in ways that are different than how adults react. A library may want to have discussion based on how different communities interact with each other on a social level. All presentations are tailored to the needs of the particular audience, but all are meant to provoke discussion on ideas around racial equity and social justice.

Why is there a need in this community for this program, service or activity? Response should include information or data that demonstrates the need. :

According to the Department of Education, black students in Iowa were six times more likely to be suspended from school versus white students. According to the Johnson County Racial Equity report, in-school suspensions, out of school suspensions and police referrals all show significant overrepresentation of black and Latino students, and underrepresentation of those same groups in advanced placement courses.

Additionally, the Department of Education reports disproportionate rates of disciplinary actions for students identified with Emotional Disturbance (ED), and African American students are much more likely to be identified as having ED. The Johnson County Racial equity report also notes that black and Latino students are overrepresented in special education programs.

UAY works with youth in Iowa City, and as such, we hear a lot about the problems and frustrations of youth. Racial equity and social justice are at the forefront of concerns of youth, a good example of which was the high school youth led march that took place shortly after the November election. One of the leaders of that march, Jade Merriweather, has expressed her enthusiasm for this project, and told us how much she thinks a service like this is needed in Iowa City.

Does the program, service or activity include partnerships or collaborations with other organization(s)? If so, what organization(s)? : We plan on partnering with a number of different organizations in the community. As we get the troupe together and train them on Forum Theaters techniques, plus social justice and racial equity, we will be working with the University of Iowa Theater Department, The Obermann Center for Advanced Studies, City Circle Acting Company of Coralville and Riverside Theater. Several community organizations have already shown interest in having a presentation by the troupe, including the

Iowa City Community School District, the Iowa City Public Library, and the University of Iowa Police Department.

If applicable, explain the partnership or collaboration with the other organization(s). : The Theater Department and Obermann Center will be primarily working with us to train staff and actors in the techniques of Forum Theater and racial equity and social justice. There is a new Social Justice major at the University of Iowa, and we hope to be working with individuals in that program through the School of Social Work and the Obermann Center. City Circle and Riverside Theater will be providing additional training and helping us with space.

How many community members will be served by the program, service or activity? For what duration? There will be 12 individuals involved throughout the grant funding cycle, plus we hope to do at least 6 community presentations, to at least 50 community members at each presentation, for a total of 300 community members directly impacted by the service.

Are there fees charged to community members as a part of the program, service or activity (for example, is there a charge to participants for the service)? There are no fees for any part of this program.

What are the specific outcomes and performance measures for the program, service or activity in one year from implementation?

We will be training 14 community members (1 group leader, 1 AmeriCorp volunteer, 6 adult troupe members and 6 youth troupe members) in the techniques of Forum Theater. In addition we will also be training them in the theory and practice of social justice and racial equity.

We intend to do 6 community presentations that will advance discussion of racial equity and social justice in our community. After each presentation, the audience will be asked to fill out a survey about how their thoughts and feelings about racial equity and social justice have been impacted by the presentation.

What indicators have been identified to measure outcomes and performance? :

Indicators will be based on feedback from the community presentations and will include:

% of community members who think that the presentation has taught them something new – goal 80%

% of community members who think that the presentation has changed their mind about something – goal 70%

% of community members who think that the presentation was valuable to them – goal 85%

We also intend to do follow up with each organization at 3 months after each presentation. We will ask the organization leaders to reflect on the presentation and see if they believe that it made a lasting impact on attitudes and behaviors among the participants.

What are the demographics of the community members that will be served by the program, service or activity (Response should include age, race, gender and income)?

We hope to serve a broad range of ages and races. Our goal for the troupe itself is to have a diverse troupe that can provide as broad an insight into these issues as possible. This must include African Americans, Latinos, and other minorities, but it also must include a variety of gender identities, and individuals from diverse social backgrounds. We cannot specify the exact makeup of the troupe until it is closer to formation.

The community members served will likewise need to be diverse. In order to have a discussion of any substance, a wide variety of viewpoints need to be present. Our goal is to have an audience representative of the community. Specific audience demographics will be largely based on where the presentations are held.

What processes and/or tools will be created as a part of the program, service or activity that can be shared with others in the community to eliminate racial and social inequities? Forum Theater is a powerful tool in combating prejudice and intolerance. This type of theater experience encourages critical thinking and examination of one's own biases and attitudes toward important social issues. This model, once implemented, can be done by many kinds of organizations, for many different kinds of issues. Having a number of trained individuals in the community also means that the technique can be easily shared. Is the program, service or activity sustainable in the community after the SJRE Grant funding ends? Funding from the Human Rights Commission would be vital in helping us get this project off the ground, but we are considering this to be a long-term program that we would like to continue for many years. We have already started preliminary discussions with possible funders after this grant cycle, but those discussions are purely theoretical at this point. This type of work is important to our community, and we look forward to working with the Human Rights Commission on this project.

==III. Funding Amount Request (5 points)==

Amount of funding requested: \$7,456

How will the funding be utilized? Funding for this project is broken down into two phases. Phase one is the preliminary organization of the troupe and one week intensive training for staff. Phase two is the weekly group itself and the presentations to the community members. We are requesting funding from the Human Rights Commission for phase two of the project. Funding is requested for salary for the troupe leader and time for one of our AmeriCorps members. Additional funding is requested for travel to performances and for any rides that troupe participants may need, program supplies and snacks for the group, and some funds for marketing, poster making, etc... as promotion for the

project.

Other funding sources (including grants): Private Foundation,
United Way

Organizational budget for 2017 and 2018: \$1,383,072

Identify a timeline for the program, service or activity
(timeline should identify the specific time frame for the
actions)*: June-Organize & Recruit, July/Aug-1 week

intensive,

Sept-June-weekly troupe practice, Nov-Jun-community
presentations

(min 6)

Provide a budget for the program, service or activity (the
budget

should identify specific expenses): Personnel - \$5625,
Travel -

\$390, Program supplies & snacks - \$960, Marketing/Posters -
\$200

Part I. Organizational INFORMATION (5 points)

- Full name of organization: Successful Living Supportive Housing Program
- Mailing address: 2406 Towncrest Drive, Iowa City, Iowa 52240
- Telephone: (319) 356-0947
- Email addresses: rgoedken@icsuccess.org (executive director)
- Website: http://www.icsuccess.org/
- Contact person: Roger Goedken, Executive Director
- Contact person's contact info: tel: (319) 356-0947; email: rgoedken@icsuccess.org
- Organization's Mission Statement: The Mission of Successful Living is to provide professional, compassionate staff to assist individuals with making informed choices about their lives, allowing them to live as they choose.
- Number of years of operation: 20 years

Our priorities: we build community; provide housing; impact criminal justice outcomes and facilitate greatly improved health, including med management of our clients in Iowa City. The entirety of our narrative below demonstrates how we accomplish this.

The 2017 goals of the organization:

- We intend to continue to attain successes at high levels for all of our clients and staff, which will be demonstrated by the agency's continued contribution to the high quality of our Iowa City community: by housing the mentally ill who are homeless or are otherwise profoundly struggling; and by using the entirety of our agency programming to support, to educate, and to provide interventions in terms of procuring appropriate resources to facilitate these individuals' reintegration into our city successfully.
- Implicit in *all* goals is strict adherence to HIPPA adjectives in protecting our client population.
- We intend to buy one more Transitional House (in addition to the three houses we purchased in 2016, which brought our total to five houses, two of which are Transitional and three of which are Habilitation). We also hope to purchase at least one more Habilitation Home.
- In 2017 we intend to expand our internal training programs to facilitate greater utilization of resources in our new 2016 Habilitation Homes, and prepare for our expansion and to employ the new knowledge we've acquired to-date, to facilitate our continued success in the new programming.
- We will expand our social media presence for improved community information-sharing and transparency relative to all our agency programming: Transitional Housing; Habilitation Housing; Outreach; Day Hab. We also expect this to be a viable and cost-effective means of recruiting new staff.
- We will purchase a new van for Day Hab programming, to expand our client base for those in need of transport to/from DH activities.
- Internally we will monitor revenues and costs to avoid overruns, yet utilize available resources to maximum benefit, using more disciplined, objective analyses we have

developed to-date, which has had the effect of continually improving processes, communications and greater operational functionality.

- It is paramount we remain in close contact and collaboration with Iowa DHS, the MCOs, the East Central Region and Johnson County, to anticipate and monitor all changes in approved treatments and reimbursements, so as to respond quickly and appropriately, as changes to existing policies or processes come along, which are sometimes abrupt and challenging to decipher. Agency success depends on these relationships.

Part II. Proposal (20 points)

What is the program, service or activity?

- \$25,000 (or any part thereof awarded via this grant) represents partial payment for a new Transitional House.
- For all of our 20 years, Transitional Housing for I.C.'s diverse mentally ill population has been a staple of our agency, and gives us an edge in success with this population, compared with other providers, in innately addressing SJRE concerns.
- For an individual to qualify for moving into one of our Transitional Houses, there are two requirements. The first is need. That is, the individual will be coming in off the streets or from under a bridge, or perhaps from a shelter, where we then intervene to move them into our house. Some people come directly from jail, some from psych wards. These are people who have nowhere else to live.
- Our agency works with those who have chronic mental illnesses, which is the second requirement: there must be a diagnosed chronic or serious mental illness. It is usually untreated, under-treated or inconsistently treated, or self-treated with substances.
- Our Transitional Houses work best when the census of each house is kept to around five people. At this time we require a men's house; men are overrepresented compared to women. As soon as we purchase the house, in anywhere from one to three weeks it will be full. Such is the need in Iowa City.
- As each man moves in, he will be assessed for his mental status, his physical health, insurance coverage or lack thereof (which is usually the case), and his income, if any (most often there is little or none). There will be collaboration with appropriate government agencies and healthcare providers, to initiate interim coverage so these clients can begin to receive other agency services, including Outreach work. The agency appoints as "House Lead" of the new house, who will do Outreach, which may involve supportive counseling; application for Social Security benefits; education in daily living skills and appropriate behavior; medication management; development of life goals and monitoring of achievement; budgeting skills; relationship skills training; grocery shopping and food preparation; hygiene and grooming.
- Skills may be further enhanced by attendance at our various Day Hab activities, which provide a range of learning opportunities within group settings, allowing for greater development of socialization skills. In this way, we are all building community.

How does the program, service or activity advance social justice or racial equity?

- At Successful Living our clients are the most disenfranchised in our culture. Their mental illnesses have stigmatized them, and they have been ostracized, often all their lives, or at least since the onset of their illnesses. They have lost jobs, homes and families,

although some have never had any of these resources, which makes our living experience sometimes the first close social group they have joined for any length of time. Some wound up in the criminal justice system.

- Our programs allow these people – all races, nationalities, religions and sexual identities – including veterans – to be integrated into our agency programming in its entirety, to develop dignity and self-respect. And there is a waiting list for our housing, as there has always been.
- The long-term stigma our residents have faced, a cruel but common social injustice, begins to recede as our clients' behavior changes and they get the chance to regain some footing in society. The stigma is perhaps even a more particular impediment for non-white members of society who are suffering from these challenging psychiatric difficulties. Our housing program currently serves the entire cultural spectrum of Iowa City's population in this regard. Note, too, the composition of our staff mirrors the diversity of our client population via a cultural diversity.
- We advance the totality of Iowa City's Social Justice and Racial Equity solution because of the way our Transitional Housing promotes and teaches treatment and maintenance of improved mental health via medications and practices, which helps clients adopt healthier behaviors. We teach them how to avoid visits to the ER and to court. They feel better and grow more confident. As clients' lives grow stronger, eventually we assist them in transitioning on to new living quarters, to live more independently. Often, they retain our Outreach and Day Hab services after they move from our houses. Our Outreach staff assists house clients in their eventual searches for new apartments or living arrangements, as they adopt greater and healthier independence, and embrace new life skills.
- To that end, as our housing clients move successfully into the community, that frees up rooms for yet other, new residential candidates to move in to begin their own processes and movement toward their own life goals.
- In a wider sense, this advances the cause of all people who still face deep social injustice and racial inequity within our community, globally paving the way for greater inroads in the existences of the needy and mentally ill in Iowa City, who come in all races and walks of life.

Why is there a need in this community for this program, service or activity? Response should include information or data that demonstrates the need.

Successful Living has been operating this housing program for 20 years, and we continually have a waiting list to get in. We get referrals from all over the city and county: There are 20 on our waiting list at present. We are uniquely prepared to serve this diverse population. Per the University of Iowa's College of Public Health, "It's ... difficult, for a variety of reasons, to produce an accurate count of the homeless. To obtain a national "snapshot," the U.S. Department of Housing and Urban Development (HUD) collects one-night counts of homeless from communities each year in January. On any given night in January 2014, nationwide 578,424 people were homeless — meaning they were sleeping outside or in an emergency shelter or transitional housing program." By January 2017 this number has only increased.

Further, "College of Public Health students Amy Hoehne and Kendra Kramer interned with the Johnson County Local Homeless Coordinating Board (JCLHCB), a collaborative team of more than 20 agencies, in summer 2015 to gain additional public health experience. "I thought the internship would be interesting and eye-opening because I didn't know a lot about homelessness," says Hoehne, an MPH in epidemiology candidate from Elma, Iowa. "... I don't see people who are living out on the streets and the things they have to go through every day and the services they're accessing just to survive." "It opened my eyes to how broad homelessness really is and how much of a problem it is," adds Kramer, an MPH in community and behavioral health candidate from Solon, Iowa. "I really wasn't aware of how prevalent it is in Iowa City."

And: "Because of their complex behavioral and social problems, the chronically homeless are often frequent users of high-cost services at public expense. In other words, they repeatedly cycle through the emergency room, shelter, jail, detoxification programs, and so on, often at great expense to the community without any lasting improvement." *THESE ARE SUCCESSFUL LIVING'S TARGET RESIDENTIAL CLIENTS.*

Does this program, service or activity include partnerships or collaborations with other organizations? If so, what organizations?

An integral aspect of our operation is ongoing collaboration and cooperation with all other human services agencies in Iowa City, including State, Regional and local DHS offices; Abbe Center; Shelter House. We have good communications with the private MCOs, and have good relationships. We also partner with Hills Bank, who reviews our operations and funding needs regularly, to finance our houses as we make acquisitions. They have approved our purchasing intentions moving forward, and local realtor Ross Nusser, of Urban Acres Reality, is also intimately involved in partnering with us. Steve Noack is a very hands-on chair of our board, who also formerly was employed as Successful Living's Executive Director, and he continues to be an important partner in the agency's continue development and growth.

If applicable, explain the partnership or collaboration with the other organizations.
See above.

How many community members will be served by the program, service or activity? For what duration?

Length of stays are variable, depending on the health of the individual. We estimate the occupancy of the new house to be 7 – 10 men per year, for each of 30 years (the rate at which we will depreciate the property). This means the number of men served to be 210 – 300 over the life of the program for this house.

Are there fees charged to the community members as a part of the program, service or activity (for example, is there a charge to participants for the service)?

People who live in houses owned by Successful Living are charged rent. The monthly rent charged to occupants is set by city and county regulators at \$435/month per tenant. This covers the client's portion of the premises, his furnishings, his utilities, wi-fi, cable tv, paper products,

house maintenance, insurances, etc., and occasional meals. For a five-bedroom house, this amounts to \$2,175 per month in rental income for Successful Living, *in theory*. In reality, Successful Living realizes an average collection rate of about 75%, or \$1,631 per month. This is a historical reality, based on 20 years of experience, and is due to the poor economic situation of new tenants moving in the first few months, who cannot pay rent; tenants who depart mid-month without paying pro-rated rental payments (because they have saved that money toward a deposit on a new place); tenants who move in and out immediately with no rent paid; and then the state of rooms requiring repair and maintenance once vacated such that they are not rentable for a month or more at a time. These “rents” that are collected partially pay for the client amenities supplied to them by Successful Living. (Successful Living makes no “profit” from these rental agreements.)

What are the specific outcomes and performance measures for the program, service or activity in one year from implementation?

Measuring the length of time of residency for each client is important vs. the number of new clients who move in and quickly move out. A longer tenancy is one predictor of ultimate success in eventually achieving a healthy set of behaviors and moving toward independent living outside of Successful Living housing. A short turnaround for a client may be a reflection of a flawed intake process, or it may be nothing more than a client still unprepared to transition to a new way of life. Client turnover inside the Transitional House bears examination to better run the program.

What indicators have been identified to measure outcomes and performance?

Rosters of house residents, and their move-in and move-out dates are good indicators of the success of the house’s performance in adhering to our mission statement. Also important is the extent to which any client learns to reliably meet expectations in going to dr appointments, and in meeting with agency outreach workers or the house lead etc. That is, missed commitments are indicators of non-compliance that require analysis to check for systemic weakness or else for clients who might be overly-challenged too quickly, and require more attention in order to achieve success.

What are the demographics of the community members that will be served by the program, service or activity (Response should include age, race, gender and income)?

We will be admitting men 18+, all gender identities with little or no income. All races will be represented.

What processes and/or tools will be created as a part of the program, service or activity that can be shared with others in the community to eliminate racial and social inequities?

Statistics on those admitted into the program, the reasons for their successes or their lack thereof will be helpful in creating partnering programs to complement one another in the future.

Is the program, service or activity sustainable in the community after the SJRE Grand funding ends? Yes, since this is a house and real property to be managed within this program for many years.

Part III. Funding Amount Request (5 points)

Amount of funding requested: \$25,000, or otherwise as much as possible to offset the cash down payment required for the purchase.

How will the funding be utilized? It will all be applied as a deposit toward the new Transitional House.

Other funding sources.

Our lender (Hills Bank) has agreed to finance a conventional mortgage for the rest of the purchase of the house. The last Transitional House we bought in March 2016 cost \$187.6k, for four bedrooms. This house is on Esther Court in Iowa City. We added a fifth bedroom and did additional renovations. The total outlay was approximately \$215k. This SJRE grant of \$25k represents about 12% of that amount, and Successful Living will contribute the other 8%, for a total of a 20% down payment. Should we receive less than the full \$25,000, we would approach our bank to finance the "gap" in funds.

Organizational budget for 2017 and 2018.

We project total agency revenues for FY17 (FYE=June 30, 2017) to be \$1.5M, and our net income to ~\$0. We are a true non-profit. This will remain unchanged with the purchase of the new house with this grant, since the actual acquisition will not occur until FY18 (FYE=June 30, 2018). FY18 total revenues will be a factor of FY17 revenues, *plus the additional revenue we project for this new Transitional house, which are estimated to be \$57k, for July 1, 2017 – June 30, 2018.* (We expect other FY18 increased programming will also contribute increased revenues, independent of the new Transitional house.)

Identify a timeline for the program, service or activity (timeline should identify the specific time frame for the actions).

Since the agency will know when the funds will be forthcoming, if the grant application is successful, we will begin looking at houses at the time of the grant approval, while firming up our mortgage with the bank at the same time. That is in the March 2017 – June 1, 2017 time period. We have had luck in moving quickly in buying houses recently, and see no reason why this would not continue. We make the assumption that we would successfully purchase a four-bedroom home and take possession by June 15, 2017. We would have tenants moving in within two weeks, while at the same time adding a fifth bedroom and doing other renovations as dictated by the state of the house, and by neighborhood considerations. The fifth client could be moving in by July 15, 2017, at which time we would be fully operational. A currently employed staff member would be promoted to House Lead of the new Transitional House.

From: contact@iowa-city.org on behalf of City of Iowa City <humanrights@iowa-city.org>
Sent: Thursday, January 05, 2017 2:35 PM
To: HumanRights
Subject: Form submission from: FY17 Social Justice and Racial Equity Grant Application

==I. Organizational INFORMATION (5 points)==

Full name of organization: The City Of Iowa City Parks and Recreation Department

Mailing address: 220 South Gilbert Iowa City Iowa 52240

Telephone number: 319-356-5100

Email address: chad-dyson@iowa-city.org

Website: www.icgov.org/pr

Name and title of contact person for purposes of this application: Chad Dyson, Recreation Superintendent

Contact person's telephone number and email address: 319-3556-5102

Organization's Mission Statement: The Iowa City Parks and Recreation Department mission is to provide a high-quality level of leisure time opportunities, increase the number of people served, improve the quality of program delivery, and advocate the benefits of recreational involvement to the general public.

Number of years has the organization been in operation? 73 years

The 2017 goals of the organization: This year the department established the "Gather Here" initiative. This plan provides a study of the City's current active park areas to evaluate accessibility, condition and lifespan of the facilities, as well as providing a visioning component to determine the park amenities and facilities desired by the community. The goal is to shape the park system and facilities in their role as gathering spaces for the Iowa City community. The department will also be working to align its programming with the City Council's strategic plan.

Provide an example of a project, program or service initiated by the organization in the last three years that had a wide community reach and impact.: In 2016 our Youth Summer Fun Program was designed to reach disadvantaged teens in Iowa City.

==II. Proposal (20 points)==

What is the program, service or activity? Trailblazers is a youth trail biking program designed to reach under served teenagers in Iowa City. Youths will learn bike safety, bike upkeep and maintenance, and trail access. Youth will gain exposure to the city's vast trail network. In this process they will also seek out new parks and recreation facilities that they may not have been aware of.

How does the program, service or activity advance social justice

or racial equity? Trailblazers will focus on youth that may not normally have access to bicycles and in turn not utilize one of Iowa City's best resources, its trail system. The program will reach out to underserved youth and those that are relatively stationary in regards to park exposure. One of the main goals is to reduce and/or eliminate barriers and increase access to a wider array of parks within the City's park system. Increasing exposure and access will increase both sedentary time and community pride.

Why is there a need in this community for this program, service or activity? Response should include information or data that demonstrates the need. : In 2016 the Summer Fun Program provided engaging, structured activities for youth grades 7th-12th. The program was a success, so much so that an extra week was added. The program ran from June 6th through August 26th. 74 participants were registered with an average drop-in attendance of 32. After reviewing these numbers it became evident that our youth need a place to gather. This program will help fill that need. It will provide valuable structure and exercise for this demographic.

Does the program, service or activity include partnerships or collaborations with other organization(s)? If so, what organization(s)? :

This program will utilize graduates from the Iowa City Police Department's Bicycle Safety Program. Once individuals graduate from this program they will have the means to participate in our program.

We will also work to collaborate with local organizations to identify participants. The program itself will be primarily coordinated and organized by the City's Parks and Recreation Department but we will seek input from others such as the Neighborhood Centers of Johnson County, the UAY and ICCSD to identify individuals that would benefit from this program.

If applicable, explain the partnership or collaboration with the other organization(s). : The Trailblazers program will be an extension of the Iowa City Police Department's Bicycle Safety program led by Community Service Officer Henry Harper.

How many community members will be served by the program, service or activity? For what duration? In this inaugural session we will seek approximately 20 youths. Participants will experience 12 individual rides varying in length and time. We will meet once per week with the day and location to be determined at a later date. The group will use the selected trail to commute to the destination park. Once there they will enjoy a picnic and recreational activity. Along the way they will get the opportunity to explore and see different parts of the community and the vast recreational amenities available in this community. Are there fees charged to community members as a part of the program, service or activity (for example, is there a charge to participants for the service)? There will be no fees to participate in this program. All funds being sought will cover

100% of all costs.

What are the specific outcomes and performance measures for the program, service or activity in one year from implementation?

Our goals are

- to have participants seek out and find at least 2 new parks in the Iowa City Park's system
- to increase their knowledge of bike safety and riding safety
- to increase their knowledge of the city's available trails/park system

What indicators have been identified to measure outcomes and performance? : Each participant will be surveyed to see how many parks they have visited while living in Iowa City. We will then design rides to see how many additional parks can be visited safely for the participating youth. At the end of the program will again survey to see where they have visited. It is our hope the youth will not only have seen the parks we tour but they would have taken it upon themselves to visit others.

What are the demographics of the community members that will be served by the program, service or activity (Response should include age, race, gender and income)?

The program is designed to reach disadvantaged youth;

- grades 7th-12th
- low income, free or reduced lunch recipients
- both male and female

What processes and/or tools will be created as a part of the program, service or activity that can be shared with others in the community to eliminate racial and social inequities? We will be educating these 20 individuals in hopes that they will in turn become advocates within their own neighborhoods for the trail system and bike safety. By increasing their familiarity with other neighborhoods and local parks we are hoping to increase community pride thereby building a sense of belonging and reducing the sense of isolation.

Is the program, service or activity sustainable in the community after the SJRE Grant funding ends? Yes, with the successful establishment funds could be sought through general budget requests in the future as well as community fundraising efforts.

==III. Funding Amount Request (5 points)==

Amount of funding requested: \$4,000

How will the funding be utilized? Funds will be utilized to cover

staff expenses, program supplies and participant incentives.

Other funding sources (including grants): None

Organizational budget for 2017 and 2018: \$3,159,740 for FY17

and

\$3,162,593 for FY18

Identify a timeline for the program, service or activity (timeline should identify the specific time frame for the actions)*: 13 week program from June 2017 through August.

Prep

and planning in May of 2017. Post program wrap up and

analysis in

September.

Provide a budget for the program, service or activity (the budget

should identify specific expenses).: Staff- \$1800.00 (91 staff

hours @ \$19/ hour) Supplies- \$1300 (Bike maintenance, helmets,

safety literature) food/awards- \$900.

I. Organizational Information (5 points)

| | |
|---------------------------|---|
| Full name of organization | City of Iowa City, World of Bikes, and Iowa City Bike Library |
| Mailing address | 410 East Washington Street, Iowa City |
| Telephone number | 319-356-5230 |
| Email address | Kristopher-Ackerson@Iowa-City.org |
| Website | www.icgov.org www.worldofbikes.com www.bikelibrary.org |
| Names and titles | Kristopher Ackerson, Community Development Planner Ryan Baker, Owner of World of Bikes Cody Gieselman, Program Director of Iowa City Bike Library Henry Harper, Community Outreach Assistant David Schwindt, Downtown Liaison Officer |
| Telephone/email address | 319-356-5230; Kristopher-Ackerson@Iowa-City.org |

Organization's Mission Statement

The 2016-2017 Strategic Plan outlines the primary areas of focus for 2016 and 2017. The Plan intends to foster a more inclusive, just and sustainable Iowa City. One of the strategic goals is to "Advance social justice and racial equity." This proposal is an effort to create a sustainable program that addresses this community goal.

Number of years has the organization been in operation?

The City of Iowa City was founded in 1839 and incorporated on April 6, 1853.

The 2017 goals of the organization

The 2016-2017 Strategic Plan outlines the primary areas of focus for the City. Numerous additional projects, initiatives and policy matters that are not specifically mentioned in this document will be carried out or have been addressed throughout the years as appropriate.

The City Council identified the following as their strategic planning focus for 2016-2017:

1. Promote a strong and resilient local economy
2. Encourage a vibrant and walkable urban core
3. Foster healthy neighborhoods throughout the City
4. Maintain a solid financial foundation
5. Enhance community engagement and intergovernmental relations
6. Promote environmental sustainability
7. Advance social justice and racial equity

Provide an example of a project, program or service initiated by the organization in the last three years that had a wide community reach and impact.

The City's downtown liaison police officer, David Schwindt, has developed an ongoing partnership with the Iowa City Bike Library to provide abandoned/impounded bicycles to the homeless. Currently, Officer Schwindt selects bicycles from the City's impound and volunteers with the Iowa City Bike Library (www.bikelibrary.org) refurbish the bicycles at no cost to the City. The refurbished bicycles are then provided to the homeless. This program has been successful and helped inspire the concept for this proposal, but the Bicycle Library does not have the volunteer capacity to assist with this new project.

Our partner, World of Bikes, provides support to a multitude of local community organizations:

- ICORR
- Youth Off Road Riders
- Bicyclists of Iowa City
- Iowa Bicycle Coalition
- Johnson County Trails Foundation
- Think Bicycles of Johnson County
- Iowa City Bicycle Library
- Table to Table
- Iowa City Schools
- Regina School
- Boy Scouts of America
- 4H
- NAMI Walks
- United Way
- Special Olympics
- Lions Club
- Old Capitol Kiwanis
- U of I Children's Hospital

The Iowa City Bike Library started in 2004 as a volunteer-run community bike project located in Iowa City with a mission of getting more people on bikes. They repair donated bikes and offer them to the public – recently checking out their *one thousandth bike*. Bikes are priced with a deposit and checked out for six month periods. If a bike is returned in good condition within the checkout period, the deposit will be returned to the user. Alternately, patrons can choose to keep their bikes and forfeit their deposit.

II. Proposal (20 points)

What is the program, service, or activity?

Transportation is an ongoing challenge for many low-income residents, and those without vehicles can find it difficult to access community resources like the library, recreation centers, neighborhood centers, parks, and others. Bicycles are an excellent option, especially for teenagers, but most low-income youth cannot afford one.

The purpose of this project is two-fold: 1) improve access to public amenities via bicycle by low-income youth and 2) enhance their physical and mental health through 'active' transportation. Inspired by the police department's project that provides impounded bicycles to the homeless, this project will provide refurbished bicycles to low-income junior high students. Specifically, we will leverage a public/private partnership to distribute bicycles and then offer education on rules-of-the-road to ensure their safety. Additionally, the bicycles will be outfitted with front and rear headlights, bike locks, and helmets.

How does the program, service or activity advance social justice or racial equity?

Please see previous response.

**Why is there a need in this community for this program, service or activity?
Response should include information or data that demonstrates the need.**

In a recent survey of 7th and 8th graders in Iowa City, *six percent* of students reported riding their bicycle to school. When they were asked how they would prefer to get to school the number jumps to *twenty-five percent*.

Bicycling is a terrific mode of transportation for junior high students because they have more independence than younger kids, but they are too young to drive. And providing bicycles to low-income youth provides them with exercise and transportation to valuable community resources.

It is well known that our community exhibits income disparities that correlate with race. Our project will target low-income, youths – predominately Hispanic and African American – at Town and Campus Apartments; Hilltop Trailer Park; Broadway, Arthur, and Taylor streets, and Pheasant Ridge Apartments. These neighborhoods were selected based on research conducted by the Iowa City Invest Health Committee that identified the concurrence of three factors: 1) extremely low income neighborhoods, 2) where the percentage of minorities is high, and 3) residents have disproportionately more health problems (e.g. asthma, mental health).

Does the program, service or activity include partnerships or collaborations with other organization(s)? If so, what organization(s)?

Yes, the partners include World of Bikes, Iowa City Bike Library, and the City of Iowa City Police Department.

If applicable, explain the partnership or collaboration with the other organization(s).

Due to volunteer constraints at the Iowa City Bike Library, Officer Schwindt reached out to World of Bikes for help. This local bike shop offered to refurbish impounded bicycles for free and only requests reimbursement for new parts installed. They estimate the average cost for parts, lights, locks, and helmets will total \$200 per bike. The bicycles will be selected from the City's impound by Mr. Harper and Officer Schwindt, who will manage delivery to and from World of Bikes. The repairs will be completed during winter months when the bike mechanics have time for pro bono work.

The Iowa City Bike Library is a valuable resource for low-income cyclists because they 'loan' used bicycles at affordable prices; they also have work benches where residents can repair their bicycles and learn bike repair skills. For this project, the Bike Library will provide a tour of their facility and teach program participants basic repairs like how to fix a flat tire. This introduction to the Bike Library is something our participants can share with their families and friends, which will further expand the impact of the program.

Staff with the City's Neighborhood Services Division will provide coordination, reporting, and reimbursement for the grant program.

Staff with the Metropolitan Planning Organization of Johnson County are pursuing additional fund for bike-mounted GPS units, which will enable opportunities to teach participants about mapping technology.

How many community members will be served by the program, service, or activity? For what duration?

We envision this pilot project will last approximately eleven months from the selection of bicycles, refurbishing, distribution, and summertime bike safety class. For the first year we expect to enroll twelve to fifteen youth. And if the pilot is successful, which we expect, the program will be continued annually with the support of local sponsors.

Are there fees charged to community members as a part of the program, service or activity (for example, is there a charge to participants for the service)?

Participants will not be charged any fees. The participants will only need their parent(s) to sign a commitment letter showing their support, which will help ensure participants complete the bike safety courses.

What are the specific outcomes and performance measures for the program, service or activity in one year from implementation?

Success will be measured by the number of low-income, minority youths who receive a bicycle, the number of instruction hours multiplied by the number of attendees, and the number of participants who complete the bike safety training. Additionally, the number of miles logged on bike by participants will be tracked during their rides.

What are the demographics of the community members that will be served by the program, service or activity (Response should include age, race, gender and income)?

Participants will be low-income minorities, likely Hispanic and African American, ages eleven to thirteen. Boys and girls will be equally encouraged to participate.

What processes and/or tools will be created as a part of the program, service or activity that can be shared with others in the community to eliminate racial and social inequities?

Iowa City benefits from a high number bike shops relative to its size. This pilot project can be expanded in future years by partnering with Geoff's Bike and Ski, Thirtieth Century Bikes, and the Broken Spoke to increase the size and impact of the program. These local bike shops could provide their repair services free-of-charge, and local sponsors will be recruited to subsidize the cost of parts and equipment.

From a broader perspective, city staff will learn first-hand what students find are challenges. It is always difficult to get low-income and minority residents to participate in community planning activities, and youth are rarely considered in planning efforts. Yet youth transportation needs are so great. This project is a unique opportunity for City planning staff to learn from youth about their transportation challenges – not just getting to and from destinations, but their views on safety, routes, bicycle storage, and others. We

really stand to learn as much from this experience as the kids do and that can lead us to better planning to address their unique needs.

Is the program, service or activity sustainable in the community after the SJRE Grant funding ends?

Yes, please see response to previous item above.

III. Funding Amount Request (5 points)

Amount of funding requested: \$3,250

How will the funding be utilized?

The funds will be utilized to refurbish fifteen bicycles (approximately \$3,000) from the police impound and contract with a local instructor certified by the League of American Bicyclists (approximately \$250 for eight hours of instruction).

| Equipment | | Cost/bike |
|-----------------------|----|------------------|
| Headlight | \$ | 20 |
| Helmet | \$ | 50 |
| Rear light | \$ | 10 |
| Lock | \$ | 5 |
| Repair parts | \$ | 115 |
| Est. total | \$ | 200 |
| x 15 bikes = \$ 3,000 | | |

Other funding sources (including grants)

The donated cost of bike repairs by World of Bikes is \$69/bike x 15 bikes = \$1,035.

Organizational budget for 2017 and 2018

This is a private/public partnership that does not have an organizational budget.

Identify a timeline for the program, service or activity (timeline should identify the specific time frame for the actions)

| | |
|----------------------------|--|
| October 2017 to April 2018 | Identify and refurbish fifteen bicycles |
| January-May 2018 | Recruit participants through contact with Henry Harper, Community Service Officer, and outreach to neighborhoods |
| | Purchase helmets, lights, and bike locks |
| June 2018 | Distribute bicycles to participants |
| | Provide tour of Iowa City Bike Library |

Provide eight hours of training with an experienced bike safety instructor.

Provide bike rides to regional trails and public facilities like recreation centers and the library

Ongoing Regular updates and reports will be provided by city staff to the Human Rights Department per grant requirements

Provide a budget for the program, service, or activity (the budget should identify specific expenses).

See item above titled, "How will the funding be utilized?"

FREE SHIPPING ON ORDERS OF \$50 OR MORE.* \$5 flat rate shipping for smaller orders. NO SALES TAX!

MORE INFORMATION



Questions? Call our experts!

1.800.651.4050

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APPAREL

BIKES

COMPONENTS

ELECTRONICS

TIRES

ACCESSORIES

TOOLS

Check out our
improved site

Search

SHOP NEW ARRIVALS

DEAL OF THE DAY

ALL SALE ITEMS

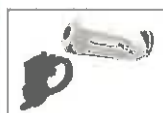
I'm looking for...

SHOP CLOSEOUTS

Electronics / Lights / Head Lights



Click to zoom



CAT EYE

HL-EL135 Opticube Light

★★★★★ (3 customer reviews)

\$19.99 ea.

Select Color for Order

-

1

+



ADD TO CART



INSTANT PRICE MATCH



FREE SHIPPING ON ORDERS OVER

CAT EYE

Show All Products from
Cat Eye

DESCRIPTION

REVIEWS (3)

Be seen after dark with the compact HL-EL135. Updated with 50% brighter performance than its predecessor with advanced OptiCube™ lens and reflector technology that yields an impressive output from three white LEDs. Runs up to 320 hours on two AA batteries. 91g (weighed without included batteries).

Additional features:

- Slim and lightweight
- Flash and Constant modes
- 320 hour/80 hour respective burn times
- Uses 2 AA batteries
- FlexTight™ tool-free mounting bracket

Note: To preserve battery life, most CatEye lights ship in a storage mode. To activate the light, you will need to hold the power button for up to five seconds.

FREE SHIPPING ON ORDERS OF \$50 OR MORE * \$5 flat rate shipping for smaller orders NO SALES TAX!

MORE INFORMATION



WESTERNBIKEWORKS

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STORES WISH SIGN IN



APPAREL

BIKES

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Start out our
improved seat

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DEAL OF THE DAY

ALL SALE ITEMS

I'm looking for...

SHOP CLOSEOUTS

Electronics / Lights / Tail Lights



PLANET BIKE

Blinky3 3-LED Tail Light with
Flasher

★★★★★ (1 customer reviews)

PRICE
REDUCEDPurchase this popular
item

SALE

\$9.50 ea.

MSRP \$9.99 SAVE 4%



ADD TO CART



INSTANT PRICE MATCH

Learn More

FREE SHIPPING ON ORDERS OVER \$50

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Planet Bike

DESCRIPTION

REVIEWS (1)

Be seen and ride safely with an extremely visible 3-LED tail light at an affordable price.

- 3-LEDs with an enhanced output parabolic reflector
- Visible up to 2000 feet
- Single switch for power, steady and flash modes
- Up to 200 hours of burn time
- Takes three AAA batteries (included)
- Compact, sturdy and weather-proof
- Easily mounts to seatpost or frame

YOU MIGHT ALSO LIKE



bike helmet



Giro Section Helmet Matte Black Small - 51-55 cm

My Shortlist (0)

\$45 online

Save to Shortlist

Browse Bicycle Helmets

Giro · Multi-sport

The Giro Section Helmet Protect your head with the low-profile, cool-looking Giro Section bike helmet. Whether you're pedalling down the street, skateboarding in the park, or roller skating in the driveway, you'll look like a pro in the Giro Section. A deep rear profile will ... [more »](#)

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Free shipping

Refurbished / used

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Sellers ▾

Seller Rating

Details

Base Price

Total Price

Jet.com

★★★★★ (2,226)

Free shipping, No tax

\$44.93

\$44.93

Shop

Backcountry.com Trusted Store

★★★★★ (48,981)

Free shipping, No tax

\$54.95

\$54.95

Shop

Competitive Cyclist

★★★★★ (5,610)

Free shipping, No tax

\$54.95

\$54.95

Shop

eBay - bigriverdirect

No rating

Free shipping, No tax

\$48.65

\$48.65

Shop

The Gear Co-op

★★★★★ (818)

Free shipping, No tax

\$49.45

\$49.45

Shop

HDO Sport

No rating

Free shipping, No tax

\$55.00

\$55.00

Shop

1 - 6 of 6

< >

Other Bicycle Helmets from Giro



Giro Feature Bike Helmet - Black

\$47 (\$2 more)

★★★★★ (29)



Giro Feather Bike Helmet (For Women) - Matte Coral (M)

\$52 (\$8 more)

★★★★★ (4)



Section Mountain Helmets Matte Black Medium

\$55 (\$10 more)

★★★★★ (5)



Giro Foray Cycling Helmet - Matte Titanium/White - Medium

\$65 (\$20 more)

★★★★★ (13)



Giro Bishop MIPS Bike Helmet - Extra Large (For Men and Women ...)

\$65 (\$20 more)

★★★★★ (1)



Giro Cyc Whi

\$75

★★



Giro Section Helmet Matte Black Small - 51-55 cm

\$45 online

bike lock



Bell 7015765 Watchdog 100 Bicycle Cable Lock, 5-Ft.

My Shortlist (0) ✕

\$5 online

★★★★★ 53 product reviews

Save to Shortlist

Chain And Combination Lock One Size : Ideal for those who want to avoid carrying keys around. 5' long x 8mm wide steel cable for low to medium crime areas. 4-digit preset combination. Easy-to-coil up and store under bike seat.

[Online stores](#)
[Related items](#)
[Reviews](#)
[Details](#)

Online stores Your location: Iowa City, IA

☐ Free shipping☐ Refurbished / used

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| Sellers ▼ | Seller Rating | Details | Base Price | Total Price | |
|---|---------------------|-----------------------|--|-------------|------|
| Walmart | No rating | | \$4.96 +\$0.35 tax and \$5.97 shipping | \$11.28 | Shop |
| BLINQ.com Trusted Store | ★★★★★ (11,212) | Free shipping | \$5.59 +\$0.39 tax | \$5.98 | Shop |
| Walmart - Bic Warehouse | No rating | Free shipping, No tax | \$10.91 | \$10.91 | Shop |
| Walmart - Supply the Home | No rating | Free shipping, No tax | \$13.04 | \$13.04 | Shop |
| Kmart | ★★★★★ seller rating | | \$12.99 +\$0.91 tax and \$5.99 shipping | \$19.89 | Shop |
| Midland Hardware Trusted Store | ★★★★★ (2,362) | No tax | \$7.37 +\$7.09 shipping | \$14.46 | Shop |
| Walmart - SIM Supply Inc | No rating | No tax | \$7.88 +\$5.51 shipping | \$13.39 | Shop |
| Newegg.com - Hipp Modern ... Trusted Store | No rating | No tax | \$6.40 +\$6.00 shipping | \$12.40 | Shop |
| Walmart - ProMax Commerce | No rating | Free shipping, No tax | \$11.65 | \$11.65 | Shop |
| Walmart - Ron's Home and Hardware | No rating | Free shipping, No tax | \$17.09 | \$17.09 | Shop |

[View all 38 online stores »](#)

1 - 10 of 38 < >

More from this brand



Bell 7015765 Watchdog 100 Bicycle Cable Lock, 5-Ft.

\$5 online ★★★★★ 53 product reviews

I. Organizational INFORMATION (5 points)

Full name of organization * Iowa Legal Aid

Mailing address * 1700 South 1st Avenue, Suite 10, Iowa City, IA 52240

Telephone number * 319-351-6570

Email address * jrutledge@iowalaw.org

Website * www.iowalegalaid.org

Name and title of contact person for purposes of this application *

Janice E. Rutledge, Managing Attorney II

Contact person's telephone number and email address *

319-338-3369, ext. 1509; jrutledge@iowalaw.org

Organization's Mission Statement *

Iowa Legal Aid makes hope, dignity and justice available to low-income Iowans through legal assistance and education that protects fundamental rights, basic necessities and access to the judicial system; challenges policies and practices that harm low-income persons; and empowers clients to advocate effectively for themselves and their communities.

Iowa Legal Aid envisions a state where low-income people have access to services and resources to meet their basic needs and where all residents can vindicate their legal rights and be treated fairly throughout the civil justice system.

Number of years has the organization been in operation? *

40

The 2017 goals of the organization *

Iowa Legal Aid is a nonprofit organization providing critical legal assistance to low-income and vulnerable Iowans who have nowhere else to turn. Along with volunteer lawyers throughout the state, Iowa Legal Aid helps the legal system work for those who cannot afford help with legal issues. This overall goal is the same in 2017 as in the past. Iowa Legal Aid has a strategic plan approved by the Board of Directors in 2014 (and revised in 2015), which has ten goals, including these two goals:

Goal 1 (High Quality Casework): Iowa Legal Aid will establish, implement and periodically review standards that define expectations for high quality work, so that all advocate staff will provide high quality casework in 100% of cases.

Goal 2 (Target Services to Achieve Lasting Results): Iowa Legal Aid will consistently strive to achieve lasting results for clients and low-income communities in all of its services. Iowa Legal Aid will identify and effectively address systemic issues and pervasive barriers that negatively affect low-income Iowans. Using a variety of tools, including strategic handling of individual cases, collaborations with other providers and community groups, multi-forum advocacy, "community lawyering" and non-litigation strategies, Iowa Legal Aid will seek to improve the likelihood of long term success for clients and address conditions that the community has determined to be of importance to improving the lives of low-income and vulnerable residents.

Provide an example of a project, program or service initiated by the organization in the last three years that had a wide community reach and impact.

The litigation done by Iowa Legal Aid has shaped the development of the law in many areas, some of which affect mostly low-income people (such as public benefits) and others which affect a broad group of Iowans (such as the law concerning adult guardianships, family law, and consumer law).

II. Proposal (20 points)

What is the program, service or activity? *

Iowa Legal Aid proposes to provide at least two community legal education events, preferably at the Iowa City Public Library. At least one event will deal with the use of criminal history, and at least one event will deal with court debt. All events will deal with expungement of criminal records, both juvenile and adult. If possible, the education events will be available later, on Public Access TV. Following the talks, persons who wish to apply for services from Iowa Legal Aid will have an opportunity to do so.

How does the program, service or activity advance social justice or racial equity? *

The disproportionately high rates of arrest and incarceration of racial minorities is well known. The resulting criminal history may affect housing and employment in a significant way. In addition, the court debt that accrues may contribute to problems with housing instability, and lack of resources for the care of children or other family members. Information about the law with respect to these issues can equip affected individuals to advocate for themselves, or alert them to the need to seek legal assistance.

Why is there a need in this community for this program, service or activity? Response should include information or data that demonstrates the need. *

In 2015, the national unemployment rate for African Americans was 9.4%. That same year, according to preliminary numbers from the Department of Labor's Bureau of Labor Statistics (BLS), Iowa's rate of unemployment for African Americans was 14.8% - the highest in the nation. This high rate is in spite of the fact that Iowa's 2015 unemployment rate for the population at large per BLS was only 3.6% - the third lowest among the states. Even for those who are employed, 2015 median incomes for African American households in Iowa are a little over half that of the Iowa population in general. The poverty rate for Iowa's African American families in 2015 was 34.5%, over four times the rate for Iowa's population at large (8.2%) and the third highest poverty rate for African Americans in the nation.

¹ Bureau of Labor Statistics, U.S. Department of Labor, The Economics Daily, Unemployment rates for African Americans by state in 2015, available at <http://www.bls.gov/opub/ted/2016/unemployment-rates-for-african-americans-by-state-in-2015.htm>. The national unemployment rate for African Americans in 2015 was 9.4%. *Id.* For detailed data, see: <https://www.bls.gov/lau/ex14tables.htm>.

¹ U-3 unemployment rate, by state, 2015 annual average. Available at <https://www.bls.gov/opub/ted/2016/u-3-and-u-6-unemployment-by-state-2015.htm>

Does the program, service or activity include partnerships or collaborations with other organization(s)? If so, what organization(s)? *

Iowa Legal Aid collaborates with many community partners and will ask for their input as the education events are prepared, as well as ask for their help in informing people about the events. The collaboration will likely include the Johnson County Homeless Coordinating Board, and the United Way of Johnson and Washington Counties.

If applicable, explain the partnership or collaboration with the other organization(s). *

| | |
|-----------|---|
| see above | ▲ |
| | ▼ |
| ◀ | ▶ |

How many community members will be served by the program, service or activity? For what duration? *

It is difficult to know what the attendance at the events will be, but it is anticipated that it may be 25-30 people at each event, with an unknown number who may watch the presentations on PATV, if that option is available.

Are there fees charged to community members as a part of the program, service or activity (for example, is there a charge to participants for the service)? *

No fees will be charged.

What are the specific outcomes and performance measures for the program, service or activity in one year from implementation? *

The proposed project does not anticipate gathering information from the participants over the course of the following year.

What indicators have been identified to measure outcomes and performance? *

All community members who attend the community legal education events (or watch them on PATV, if that is an option), will be given information on expungement, use of criminal history, and court debt. All persons who wish to apply for services from Iowa Legal Aid will be given an opportunity to do so at the site of the community education event after the presentation, or later at the Iowa City Regional office, or by calling Iowa Legal Aid, or by doing an application online (at any time). Clients served by Iowa Legal Aid are surveyed after the completion of the case. All those who have received extended service receive a survey. A proportion of those who receive advice or limited service will be sent a survey. The survey asks (among other things) if the problem they had was made better by the service, and also asks about their perception of the quality of the service.

What are the demographics of the community members that will be served by the program, service or activity (Response should include age, race, gender and income)? *

The demographics of those who may attend the community legal education event (or watch it on PATV) are unknown. Persons served by Iowa Legal Aid statewide in 2015 had the following demographic composition:

72% are women;

29% have a disability

24% are age 60 or older;

Over 16,000 children lived in the households served

Nearly all clients are low-income (under 187% of the poverty guideline). About 25% of clients served were persons who identified as being racial minorities.

What processes and/or tools will be created as a part of the program, service or activity that can be shared with others in the community to eliminate racial and social inequities? *
Items developed for the education events can be posted on the Iowa Legal Aid website. If PATV is an option, the presentations could be viewed in the future.

Is the program, service or activity sustainable in the community after the SJRE Grant funding ends? *

Items posted on the Iowa Legal Aid website will be available to the public.

III. Funding Amount Request (5 points)

Amount of funding requested * | \$2200

How will the funding be utilized? *

Costs associated with preparation and delivery of community legal education events, and follow up with clients served as a result of the presentations.

Other funding sources (including grants) *

Funds from the Legal Services Corporation will provide support.

Organizational budget for 2017 and 2018 *

2016 budget attached. 2017 and 2018 are not available at this time.

Identify a timeline for the program, service or activity (timeline should identify the specific time frame for the actions)* *

July and August 2017: Obtain input from collaborating agencies, and plan the presentations, including setting the dates and locations.

August – December 2017: Deliver the presentations, conduct intake at the events, post relevant materials on Iowa Legal Aid website.

*Timeline and budget should align with the narrative and your expected outcomes.

Provide a budget for the program, service or activity (the budget should identify specific expenses). *

Plan and prepare community legal education events: \$510

Deliver education events, and conduct intake on site: \$1020

Follow up with clients served as a result of the presentations, copies, postage, miscellaneous expenses: \$670

Total: \$2200

Iowa City Regional Office of Iowa Legal Aid 2016 Budget

| | | |
|-----------|---------------------------------|------------|
| | IOWA LEGAL AID | |
| | STATEMENT OF REVENUE & EXPENSES | |
| | DECEMBER | |
| | 2016 | |
| | IOWA CITY - COST CENTER | |
| | NA - ACTIVITY | |
| | NA - FUNDING SOURCE | |
| | NA - FUND CODE | |
| | BUDGET IS: | BUDGET |
| | | YTD BUDGET |
| | | CURRENT |
| | DESCRIPTION | MONTH |
| | REVENUE: | |
| 4010 | LSC BASE FUNDING | 289,948.98 |
| 4020 | SENIOR CITIZEN'S HOTLINE | 0.00 |
| 4030 | NON-LSC CARRYOVER | 0.00 |
| 4040 | LSC CARRYOVER | 0.00 |
| 4050 | DOMESTIC ABUSE GRANTS | 0.00 |
| 4060 | UNITED WAY | 41,037.00 |
| 4070 | BAR ASSOCIATIONS | 0.00 |
| 4080 | IOLTA | 10,898.00 |
| 4090 | LOCAL GOVERNMENT | 0.00 |
| 4100 | STATE GOVERNMENT | 171,428.57 |
| 4110 | AREA AGENCIES ON AGING | 9,383.00 |
| 4120 | PRIVATE DONATIONS | 0.00 |
| 4130 | TRAINING CONTRACTS | 0.00 |
| 4140 | ANNUAL CAMPAIGN | 0.00 |
| 4150 | LITIGATION REIMBURSEMENT | 0.00 |
| 4180 | FEE AWARDS | 0.00 |
| 4170 | FOUNDATIONS | 0.00 |
| 4180 | CLE PUBLICATIONS | 0.00 |
| 4190 | INVESTMENT INCOME | 0.00 |
| 4200 | MIGRANT LEGAL ACTION | 0.00 |
| 4210 | COPY MACHINE USAGE | 0.00 |
| 4230 | ASSISTIVE TECHNOLOGY PROJECT | 0.00 |
| 4240 | VALUE OF DONATED SUPPORT | 0.00 |
| 4250 | OTHER INCOME | 0.00 |
| 4280 | HUD - HOMELESS LINK | 0.00 |
| 4270 | INTERNAL REVENUE SERVICE | 0.00 |
| 4280 | SENIOR LIVING | 0.00 |
| 4298 | TECHNOLOGY INITIATIVES GRANT | 0.00 |
| 4297 | DATABASE PROJECT | 0.00 |
| 4300 | SUPPORT SVCS VETERAN FAMILIES | 0.00 |
| 4310 | LSC DISASTER GRANT | 0.00 |
| 4320 | CIVIL RIGHTS COMMISSION | 0.00 |
| 4340 | TIG - REMOTE INTAKE | 0.00 |
| 4350 | AMERICORPS | 0.00 |
| 4380 | HEALTH LAW PROJECT | 0.00 |
| 4370 | IOWA LEGAL AID FOUNDATION | 40,000.00 |
| Sub Total | SUBTOTAL REVENUE | 582,473.53 |
| | SALARIES: | |
| 5010 | LAWYERS | 300,872.00 |
| 5020 | IOLTA STAFF | 0.00 |
| 5030 | NON ATTY PROF STAFF | 0.00 |
| 5040 | SUPPORT STAFF | 58,498.00 |
| 5050 | SUPPORT STAFF - OVERTIME | 504.00 |
| 5060 | UNITED WAY STAFF | 0.00 |
| 5070 | AREA AGENCY ON AGING STAFF | 0.00 |
| 5080 | MIGRANT ADVOCACY STAFF | 0.00 |
| 5090 | LAW CLERKS | 0.00 |
| 5100 | AMERICORPS | 12,630.00 |
| Sub Total | SUBTOTAL SALARIES | 372,404.00 |
| | FRINGE BENEFITS: | |
| 5510 | FICA | 28,450.37 |
| 5520 | MEDICAL & LIFE INSURANCE | 180,973.83 |
| 5530 | CLIENT SECURITY | 1,200.00 |
| 5540 | PROFESSIONAL DUES | 720.00 |
| 5550 | BONDS | 0.00 |
| 5580 | PENSION | 21,562.20 |
| 5570 | SUPPORT STAFF CHILD CARE | 0.00 |

| | | | |
|-----------|--|-------------------------------|------------|
| Sub Total | | SUBTOTAL FRINGE BENEFITS | 232,908.40 |
| | | | |
| | | PROGRAM INSURANCE: | |
| 8010 | | UNEMPLOYMENT | 389.77 |
| 8020 | | MALPRACTICE | 1,357.80 |
| 8110 | | MALPRACTICE - VLP | 0.00 |
| 8030 | | DISABILITY | 1,707.97 |
| 8040 | | MULTIPERIL | 732.00 |
| 8050 | | WORKER'S COMPENSATION | 1,828.55 |
| Sub Total | | SUBTOTAL PROGRAM INS | 6,815.89 |
| | | | |
| | | OUTSIDE LABOR: | |
| 8210 | | CLERICAL | 1,200.00 |
| 8220 | | CUSTODIAL | 2,712.00 |
| 8230 | | FURNITURE MOVING | 0.00 |
| Sub Total | | SUBTOTAL OUTSIDE LABOR | 3,912.00 |
| | | | |
| | | SPACE: | |
| 6510 | | LEASE | 50,558.00 |
| 6520 | | UTILITIES | 2,618.00 |
| 6530 | | IMPROVEMENTS <\$500 | 0.00 |
| 6540 | | OTHER | 120.00 |
| Sub Total | | SUBTOTAL SPACE | 53,292.00 |
| | | | |
| | | COMMUNICATIONS | |
| 7010 | | MONTHLY TELEPHONE | 3,960.00 |
| 7020 | | LONG DISTANCE | 1,272.00 |
| 7030 | | LONG DISTANCE - PAI | 36.00 |
| 7040 | | MAINTENANCE | 1,296.00 |
| 7050 | | POSTAGE & DELIVERY | 1,728.00 |
| 7060 | | POSTAGE & DELIVERY - PAI | 48.00 |
| 7070 | | NEWSLETTER MAILING | 0.00 |
| 7080 | | OTHER TELEPHONE/TRANSLATION | 3,900.00 |
| 7090 | | INTERNET/WAN | 6,780.00 |
| 7100 | | WEB SITE | 0.00 |
| Sub Total | | SUBTOTAL COMMUNICATIONS | 19,020.00 |
| | | | |
| | | EQUIPMENT: | |
| 7510 | | FURNITURE <\$500 | 240.00 |
| 7520 | | TYPEWRITER MAINTENANCE | 0.00 |
| 7530 | | COPY MACHINE | 720.00 |
| 7550 | | EQUIPMENT RENTAL | 884.00 |
| 7560 | | WP/COMPUTER MAINTENANCE | 240.00 |
| 7570 | | EQUIPMENT <\$500 | 480.00 |
| 7580 | | EQUIPMENT MAINTENANCE | 120.00 |
| Sub Total | | SUBTOTAL EQUIPMENT | 2,484.00 |
| | | | |
| | | SUPPLIES: | |
| 8010 | | PAPER PRODUCTS | 0.00 |
| 8040 | | PRINTING | 360.00 |
| 8050 | | OFFICE SUPPLIES | 1,740.00 |
| 8080 | | CONSUMABLES | 48.00 |
| 8070 | | MISCELLANEOUS | 0.00 |
| Sub Total | | SUBTOTAL SUPPLIES | 2,148.00 |
| | | | |
| | | STATE OF IOWA: | |
| | | Account | 0.00 |
| Sub Total | | SUBTOTAL STATE GRANT | 0.00 |
| | | | |
| | | PROGRAM TRAVEL: | |
| 8500 | | TRANSPORTATION - PROGRAM | 4,764.00 |
| 8510 | | TRANSPORTATION - PAI | 60.00 |
| 8520 | | PER DIEM - PROGRAM | 60.00 |
| 8530 | | PER DIEM - PAI | 0.00 |
| 8540 | | AUTO LEASE | 0.00 |
| 8550 | | PERSONNEL MEETINGS | 0.00 |
| 8560 | | OTHER | 0.00 |
| Sub Total | | SUBTOTAL PROGRAM TRAVEL | 4,884.00 |
| | | | |
| | | TRAINING : | |
| 8610 | | TRAINING - PROGRAM | 0.00 |
| 8620 | | TRAINING - PAI | 0.00 |
| 8680 | | TRAINING/CLE MATERIALS | 0.00 |
| 8690 | | TRAINING/ CLE MATERIALS - PAI | 0.00 |

| | | |
|-----------|--------------------------------|--------------|
| 8700 | TRAINING - BOARD OF DIRECTORS | 0.00 |
| 8710 | CLIENT TRAINING | 0.00 |
| Sub Total | SUBTOTAL TRAINING | 0.00 |
| | BOARD & COUNCILS: | |
| 8810 | ADVISORY COUNCILS | 48.00 |
| 8820 | BOARD OF DIRECTORS | 0.00 |
| Sub Total | SUBTOTAL BOARDS & COUNCILS | 48.00 |
| | LIBRARY: | |
| 9020 | LIBRARY MAINTENANCE | 1,320.00 |
| 9050 | COMPUTER ASSISTED RESEARCH | 3,690.00 |
| Sub Total | SUBTOTAL LIBRARY | 5,010.00 |
| | LITIGATION: | |
| 9310 | LITIGATION - PROGRAM | 1,200.00 |
| 9320 | LITIGATION - TRANSLATION | 0.00 |
| 9370 | LITIGATION - PAI | 240.00 |
| Sub Total | SUBTOTAL LITIGATION | 1,440.00 |
| | RECRUITMENT: | |
| 9410 | RECRUITMENT | 0.00 |
| 9440 | RELOCATION | 0.00 |
| Sub Total | SUBTOTAL RECRUITMENT | 0.00 |
| | PROFESSIONAL FEES: | |
| 9510 | AUDIT | 0.00 |
| 9520 | CONSULTANT FEES | 324.00 |
| 9530 | CONSULTANT TRAVEL | 0.00 |
| 9540 | ACCOUNTING SERVICE | 0.00 |
| 9550 | LEGAL | 0.00 |
| 9560 | RESERVE | 0.00 |
| 9570 | BANK SERVICE CHARGES | 0.00 |
| 9580 | OTHER PROFESSIONAL SERVICES | 0.00 |
| Sub Total | SUBTOTAL PROF FEES | 324.00 |
| | H.E.L.P | |
| 9630 | DAVENPORT FUNDING | 0.00 |
| Sub Total | SUBTOTAL H.E.L.P. | 0.00 |
| | DONATED SUPPORT: | |
| 9700 | DONATED SUPPORT | 0.00 |
| Sub Total | SUBTOTAL DONATED SUPPORT | 0.00 |
| | DEPRECIATION: | |
| 9800 | DEPRECIATION | 3,087.99 |
| Sub Total | SUBTOTAL DEPRECIATION | 3,087.99 |
| | BAD DEBTS: | |
| 9850 | BAD DEBTS | 0.00 |
| Sub Total | SUBTOTAL BAD DEBTS | 0.00 |
| | TOTAL EXPENSES | 706,776.28 |
| | CAPITALIZED EXPENSES: | |
| 9900 | TELEPHONE | 0.00 |
| 9910 | LEASEHOLD | 0.00 |
| 9920 | TYPEWRITER/MP/COMPUTER | 1,500.00 |
| 9930 | DICTATION EQUIPMENT | 0.00 |
| 9940 | AUDIO VISUAL EQUIPMENT | 0.00 |
| 9950 | FURNITURE | 0.00 |
| 9960 | OTHER EQUIPMENT | 0.00 |
| 9970 | CAPITALIZED EQUIPMENT CLEARING | 0.00 |
| Sub Total | SUBTOTAL CAPITALIZED EXP | 1,500.00 |
| | BUDGETED SURPLUS: | |
| | | 0.00 |
| Sub Total | SUBTOTAL BUDGET SURPLUS | 0.00 |
| Total | NET ASSETS INCR (DECR) | (145,802.75) |

Iowa City Social Justice and Racial Equity Grant Application
Johnson County Affordable Housing Coalition
January 5, 2017

I. Organizational Information (5 Points)

Full name of organization: Johnson County Affordable Housing Coalition

Mailing address: 205 Black Springs Circle, Iowa City, IA 52246

Telephone number: 410-370-2495

Email address: jcaffordablehousing@gmail.com

Website: jcaffordablehomes.org

Name and title of contact person for purposes of this application form:
Sally Scott, Executive Director

Contact person's telephone number and email address:
410-370-2495, sjscottconsulting@gmail.com

Organization's Mission Statement:
To increase access to affordable housing for lower-income residents of Johnson County

How many years has the organization been in operation?
3 years and 3 months: 3 years as an unincorporated nonprofit, and 3 months as a 501(c)3 nonprofit.

What are the 2017 goals of the organization?

- 1) A measurable increase in the number of Johnson County residents supporting affordable housing online and in person.
- 2) A measurable increase in public and private resources dedicated to the construction and preservation of affordable housing.
- 3) A measurable increase in the number of affordable housing units in Iowa City and throughout Johnson County.

Provide an example of a project initiated by the organization in the last three years that had a wide community reach and impact.

As a result of the Coalition's outreach and advocacy efforts, the Johnson County Board of Supervisors and the City Council of Iowa City allocated a total of \$1.1 million in new funding for affordable housing in 2016. A founding member of the Coalition, the Housing Trust Fund of Johnson County, manages the majority of these funds, and will provide grants and loan to

nonprofit and for-profit developers of affordable housing. In working toward this increase in public resources for affordable housing, the Coalition held regular committee and monthly public meetings; organized a large conference with local, regional and national speakers, wrote multiple opinion pieces for local newspapers, produced public service videos and a PATV talk show; generate street banners and high-quality print materials, constructed an informative web site, attracted over 550 Facebook followers with timely, informative posts; and made presentations to business organizations, churches and clubs. Our approach is multi-faceted and collaborative because we cannot accomplish anything significant by ourselves. Achieving our mission of increasing access to affordable housing for lower-income residents depends on the expertise and partnership of civic individuals as well as public, private, and nonprofit organizations.

II. Proposal (20 points)

What is the program, service or activity?

The Coalition and partners hope to launch a multi-media YIMBY (Yes In My Back Yard) campaign that provides upbeat images of affordable housing residents and structures, and a narrative that makes the social and economic benefits of affordable housing clear.

How does the program, service or activity advance social justice or racial equity?

Despite the progress the Coalition has made in the last 3 years, negative stereotypes of affordable housing residents and structures still abound in Johnson County. The opposite of YIMBYism is NIMBYism, the refusal to allow affordable housing to be constructed in a neighborhood. In Iowa City as elsewhere in Johnson County, NIMBYism remains a barrier to the creation of new affordable units, especially in more upscale areas. Extensive anecdotal evidence indicates that that NIMBYism is linked to racial bias regarding African Americans as well as immigrants from Central America and Africa. The need for affordable housing is greatest among Iowa Citizens earning less than \$35,000 a year, especially working families as well as elderly and disabled residents. Creating positive images of affordable housing residents and structures will combat existing racial and economic biases, and build support for the construction of new units that will benefit those who most need an affordable place to live.

Why is there a need in this community for this program, service or activity? Response should include information or data that demonstrates a need.

At our affordable housing conference in June 2016, Taz George, a researcher from the Federal Reserve Bank of Chicago, presented a data update on affordable housing in Johnson County. The evidence shows that the percentage of renters households paying more than 30% of their income on housing (known as being "rent burdened") has increased significantly from 2005 to 2014. Not surprisingly, poor households are facing the greatest challenge.

In 2014:

- Over 95% of renter households earning less than \$20,000 were rent burdened.
- Over 80% of households earning \$20,000 to \$35,000 were rent burdened, up from 60% in 2005.
- Over 30% of households earning \$35,000 to \$50,000 were rent burdened, up from less than 5% in 2005.

The bottom line is that housing costs, especially rents, have risen faster than incomes. Lower-income people who face high housing costs face difficult choices: moving out of high cost areas like Iowa City and finding cheaper housing elsewhere; living in crowded or unsafe conditions; or cutting back on other expenses, such as food, medicine, education, and clothing.

Does the program, service or activity include partnerships or collaborations with other organization(s)? If so, what organization(s)?

Our work is collaborative by nature. The multi-media YIMBY project will be lead by the Coalition's YIMBY Committee, which is chaired by Maryann Dennis (Executive Director of the Housing Fellowship), and includes representatives of the Iowa City Housing Authority, the Domestic Violence Intervention Program, Shelter House, New Song Episcopal Church, and the League of Women Voters. These organizations' representatives are long-term participants in the Coalition and will help shape the initiative. In addition, on the Coalition's Board are an advocate for people with disabilities, and representatives of the Housing Trust Fund of Johnson County, Iowa Valley Habitat for Humanity, and the Center for Worker Justice. We hope to engage all of these perspectives in the YIMBY initiative.

If applicable, explain the partnership or collaboration with the other organization(s).

Please see the previous answer. In addition, we have initiated promising conversations with the staff and board of the Iowa City Area Home Builders Association, and they have indicated interest in the YIMBY campaign.

How many community members will be served by the program, service or activity? For what duration?

We will be reaching out to a broad swath of the public through different media outlets and events: print materials, news articles, opinion pieces, television news segments, short videos to be viewed on local television stations as well as on our web site and Facebook page, and public events featuring local and national affordable housing champions. We hope to launch the campaign by mid-June 2017, and continue for 3 months through the summer until mid-September.

Are there fees charged to community members as a part of the program, service or activity (for example, is there a charge to participants for the service)?

No.

What are the specific outcomes and performance measures for the program, service or activity in one year from implementation?

The specific outcomes that the Coalition will seek are:

- 1) An increase in the number of positive print and electronic media stories on affordable housing.
- 2) An increase in the number of people learning about affordable housing via the Coalition's web site, Facebook page, and Twitter feed.
- 3) Evidence of people currently not affiliated with the Coalition speaking out publicly in favor of affordable housing in Iowa City and Johnson County.

What indicators have been identified to measure outcomes and performance?

We will develop baseline data for 3 months before the implementation of the campaign, and compare this to data gathered during the campaign (which will last 3 months) as well as to data for the three months after the campaign. The data will be linked to the outcomes above: the number of print and electronic media stories on affordable housing; the number of people visiting and following the Coalition's web site, Facebook page, and Twitter feed; and the number of people currently not affiliated with the Coalition speaking out publicly (in various media) in favor of affordable housing.

What are the demographics of the community members that will be served by the program, service or activity (response should include age, race, gender and income)?

It is important to distinguish between the *general public*, whom we are will try to reach through our multi-media YIMBY initiative, to increase community-wide support for affordable housing, and *lower-income residents* who will benefit from increased support for affordable housing. Among lower-income residents, the Coalition's primary focus is on helping renter households earning less than \$35,000 a year, because the Federal Reserve Bank of Chicago data indicate that between 80% to 97% of these households are rent burdened. Census data indicate that among lower-income households in Iowa City, there are higher percentages of female-headed households, as well as African-Americans and Latinos. Greater support for affordable housing will also benefit lower-income senior and disabled community members.

What processes and/or tools will be created as a part of the program, service or activity that can be shared with others in the community to eliminate racial and social inequities?

We hope to develop positive ways of communicating about affordable housing that will benefit other racial and social justice organizations working to engage the broader community in their efforts to help lower-income and minority residents. All of us working for social and racial justice are battling the notion that "those people" (racial minorities or economically disadvantaged residents) somehow are not important members of the community. This sets up

a false and dangerous divide between “us” and “them”. The goal of our YIMBY initiative is to challenge that divide.

Is the program, serve or activity sustainable in the community after the SJRE funding ends?

Yes, because we are committed to finding other partners, such as the Home Builders Association, who could help us continue elements of the YIMBY initiative.

III. Funding Amount Request (5 points)

Amount of funding requested: \$2500

How will the funding be utilized?

- Work with nonprofit media advisor to increase positive housing stories -- \$1000
- Production and marketing of three high-quality PSA videos -- \$1500

Other funding sources (include grants):

The Coalition received a \$5000 grant from the Housing Trust Fund of Johnson County, which supports the following items related to the YIMBY initiative:

- Web site improvements -- \$700
- Print materials and Facebook boosts -- \$1200
- Summer Event costs -- \$1500

Organizational budget for 2017 and 2018:

Our budget for FY 2017 is below.

We have not yet developed a budget for FY 2018.

JCAHC BUDGET

FY 7/1/16- 6/30/17

| INCOME | AMOUNT |
|----------------------|-----------------|
| Initial cash | 582.27 |
| Housing Trust Fund | 5000.00 |
| Membership Dues | 2000.00 |
| Fundraising (events) | 3500.00 |
| Donations/Grants | 10000.00 |
| TOTAL INCOME | 21082.27 |

EXPENSES

| | |
|---|-----------------|
| Web site fees, assistance | 500.00 |
| Filing Articles of Incorporation, 501©3 | 295.00 |
| Breakfast meetings with specific groups (4 @ \$75 each) | 300.00 |
| Copying and Printing | 750.00 |
| Boosting events Facebook | 360.00 |
| Winter Mixer | 750.00 |
| Summer Speaker/Mixer | 1500.00 |
| Training, conferences (fees, travel) | 1250.00 |
| Contracted Executive Director | 15000.00 |
| TOTAL EXPENSES | 20705.00 |

NET INCOME **377.27**

Identify a timeline for the program, service or activity (timeline should identify the specific time frame for the actions).

| | |
|--------------------|---|
| March – May 2017 | YIMBY Committee to plan initiative, make initial contacts |
| June 2017 | Host even with local and national affordable housing champions |
| June – August 2017 | Work with media advisor to increase print and electronic media stories about affordable housing. |
| June – August 2017 | Production of high-quality videos with positive images and narratives of affordable housing residents and structures. |
| September 2017 | Launch of videos on local television stations, JCAHC web site and Facebook page. |

Provide a budget for the program, service or activity (the budget should identify specific expenses). Timeline and budget should align with the narrative and expected outcomes.

NOTE: We will consult with a media advisor who has worked with nonprofits, and who can provide (at a modest cost) ideas and contacts for increasing the number of positive affordable housing stories in the local print and electronic media. Similarly, we will contract with a video producer who has worked with nonprofits and understands our financial constraints to produce 3 short (30 second) PSA videos.

| | |
|--|---------------|
| Media Advisor: 10 hours @ \$100 an hour | \$1000 |
| Video Producer: 3 short videos @ \$500 per video | \$1500 |
| TOTAL | \$2500 |

I. Organizational INFORMATION (5 points)

Full name of organization: Center for Worker Justice of Eastern Iowa

Mailing address: 940 S Gilbert Ct, Iowa City, IA 52240

Telephone number: 319-594-7593

Email address: info@cwjiowa.org

Website: <http://www.cwjiowa.org>

Name and title of contact person for purposes of this application:

Michelle Hoehne, Communications Coordinator and Office Manager

Contact person's telephone number and email address:

319-594-7593 michelle@cwjiowa.org

Organization's Mission Statement *

The Center for Worker Justice of Eastern Iowa (CWJ) unites low-wage workers across race, ethnicity and immigration status to pursue social and economic justice through education, leadership development, and issue-based organizing.

Number of years has the organization been in operation? 4

The 2017 goals of the organization:

2017 CWJ priorities include protecting civil and immigrant rights, preserving affordable housing, combating wage theft, and increasing the minimum wage. Specific goals include the following:

Goal 1: Increase community inclusion, unity, and trust to prevent discrimination based on race, religion, or ethnicity.

Context: In response to current member concerns and uncertainties about new federal or state policies in the wake of the 2016 election, CWJ has actively supported community meetings and public demonstrations in coalition with students, Muslim community members, and Latino immigrants. CWJ has also committed to a longer term Unity in the Community initiative to increase residents' capacity to participate in local policy debates and decision-making on their own behalf, advocate for inclusive local policies, expand effective programs like the Johnson County Community ID, and work with law enforcement and local elected officials to build relationships of trust and open lines of communication.

Goal 2: Preserve and improve low-income housing options

Context: Forest View trailer park, one of few local low-income housing options, was sold in 2016 and slated for redevelopment threatening to displace several hundred families, including many immigrant families and people of color. Over the past year, CWJ members have organized a robust Forest View Tenants' Association, enabling residents to access critical information and engage in an unprecedented process of negotiation with city officials and developers to seek agreement on provision of new, improved affordable homes to replace lost housing stock. A related goal is that a resulting new process for productive and respectful talks among residents, developers, and city officials may be applied to future projects, moving Iowa City closer to

housing policies that promote equity, deepen direct participation of residents in local policy-making, and broaden access to affordable housing in the community over the long term.

Goal 3: Continue improving low-wage workers' standard of living by raising wages and combating wage theft

Context: January 1 will usher in the third scheduled step of the Johnson County minimum wage increase, to \$10.10 per hour (followed by annual increases indexed to inflation). Enforcement and defense of this new ordinance will remain a CWJ priority. CWJ will also continue work on wage theft recovery, education, and advocacy for improved enforcement of wage payment laws.

Provide an example of a project, program or service initiated by the organization in the last three years that had a wide community reach and impact.

Over the last three years, CWJ has achieved wide community reach and impact by actively organizing hundreds of low-wage worker members and allies across barriers of class, race, ethnicity, language, religion, and immigration status. CWJ projects have included assisting wage theft victims in recovering over \$50,000 in unpaid wages; achieving significant new county-wide ordinances to raise the minimum wage and issue photo ID to all residents regardless of age, nationality, or immigration status; formation of tenants' organizations to advocate for affordable housing; educating hundreds of workers about workplace and civil rights; establishing a free tutoring program for adult language learners; improving communication between local law enforcement and minority communities; and increasing participation of immigrants and people of color in local government (including representation on city boards and committees).

CWJ's work to establish a Community ID program is a particularly visible example of this reach and impact. In 2013, CWJ leaders from local immigrant communities initiated partnerships with local government agencies, law enforcement, businesses, and financial institutions to make recognized government-issued ID cards available to all residents regardless of nationality, age, or citizenship. Modeled on successful programs adopted in a handful of other cities, the resulting Johnson County Community ID program became official in 2015 after passage of an ordinance by the Johnson County Board of Supervisors. In partnership with county government and city agencies, CWJ offers ongoing education on the ID card and its uses, while seeking additional business and nonprofit partners who pledge to recognize the ID and support community inclusion. Hundreds of residents of all ages have obtained ID cards to date, and reports from CWJ members confirm that the ID is now being routinely recognized by local law enforcement, effectively serving one of its primary intended purposes.

II. Proposal (20 points)

What is the program, service or activity?

In the coming year, CWJ will launch a new Unity in the Community initiative. This initiative will respond to current priority concerns of CWJ members and build on past progress in forging working relationships among diverse groups of immigrant and native-born low-wage workers, increasing long-term capacity to respond to injustice via issue campaigns (especially those related to employment and housing issues in 2017), and empowering community members to resist new forms of discrimination based on race, religion, or national origin. The initiative includes the following activities:

- Initial series of town hall meetings to facilitate discussion among immigrant residents and identify current concerns, needs, and priorities.
- Participation in emerging network of immigration attorneys and advocates convened by UI College of Law faculty.
- Quarterly convening of community leaders from faith, labor, business, and community organizations
- Follow up on town hall meetings at monthly CWJ membership meetings throughout year with action steps, member reports on experiences, and development of neighborhood and community response networks
- Sponsorship of a bi-monthly community education series, focused on topics identified by CWJ members, and including sessions on civic participation that promote comprehensive understanding of levels of government and policy-making processes
- “Know Your Rights” training sessions on priority legal topics such as workplace and housing nondiscrimination protections, civil rights, and immigration law
- Convening monthly meetings with local law enforcement and elected officials to build trust, discuss resident concerns, and provide input on policy or practices
- Leadership development programming for CWJ members (e.g., one-on-one mentoring and development of public speaking, committee leadership, issue analysis, and facilitation skills). and participation of emerging leaders in regional or national leadership development conferences
- Co-sponsorship of community social events (such as unity potlucks) throughout year
- Identifying and overcoming any remaining logistical barriers (e.g., transportation, on-line access, language interpretation/translation, child care, etc.) to full participation of under-represented community members in meetings, workshops, or local government forums

How does the program, service or activity advance social justice or racial equity?

CWJ’s Unity in the Community initiative will advance social justice and racial equity by equipping more members of marginalized communities to participate fully in public decisions that directly affect them. The initiative will provide new leadership and education opportunities to CWJ members; increase the participation of low-wage workers, people of color, and immigrant residents in local policy-making and governance; and deepen involvement of faith, labor, community allies, business owners, and public officials in social justice work.

Why is there a need in this community for this program, service or activity? Response should include information or data that demonstrates the need.

Statistics show that the Iowa City community faces a high level of economic inequality with over 18% of Johnson County residents now living in poverty. The community’s racial, ethnic, and linguistic diversity is also increasing. As of 2015, over 10% of Johnson County residents were foreign-born (approx. 14,000 people), over 13% spoke a language other than English at home, and over 16% identified as a race other than white. As home to The University of Iowa and UI Hospitals and Clinics, the county also annually attracts many new international students, scholars, professionals and their families.

Unity in the Community programs are a direct response to challenges and needs identified by CWJ members who represent these growing immigrant and low-income communities. Member input collected via surveys, membership meetings, and town hall forums has highlighted a need

for improved relations with local law enforcement (to mitigate racial profiling and disproportionate minority contact), increased access to affordable housing and living wage jobs, interest in increased understanding of local government systems and decision-making processes, need to overcome barriers posed by lack of English proficiency or literacy skills, and a desire to access information and skills to increase participation in civic life.

Does the program, service or activity include partnerships or collaborations with other organization(s)? If so, what organization(s)?

CWJ collaborates with over 30 local faith, labor, and community groups who have affiliated with CWJ to support its programs, and with other worker centers via the Interfaith Worker Justice Worker Center network. CWJ also works closely with University of Iowa faculty, staff, and students on research, and with Iowa Legal Aid and the UI Legal Clinic in offering a free monthly legal clinic. CWJ continues to work with a range of local businesses, local elected officials, law enforcement, and public agency staff to promote and fully implement the Community ID program.

If applicable, explain the partnership or collaboration with the other organization(s).

In addition to types of collaboration described above, CWJ organizational affiliates send delegates to bi-monthly allies meetings, distribute updates on CWJ activities to their own members, and provide publicity, outreach, fundraising, and volunteer assistance.

How many community members will be served by the program, service or activity? For what duration?

Unity in the Community programs will directly engage at least 250 CWJ members and 200 community allies. Any policy changes achieved by the program will affect far more people (at least thousands, depending on the change).

Are there fees charged to community members as part of the program, service, or activity (for example, is there a charge to participants for the service)?

All Unity in the Community events and activities will be free and open to the public. Additionally, low-wage worker members of CWJ (who join by paying \$30 annual individual dues or a family rate of \$40) are eligible to access intensive CWJ leadership development opportunities, regional and national training conferences, Face to Face English classes, and other member benefits.

What are the specific outcomes and performance measures for the program, service, or activity in one year from implementation?

CWJ will seek the following specific outcomes by the end of the first year of the initiative:

- Hold at least three town hall forums for immigrant community members, involving at least 60 immigrant residents
- Participate in monthly meetings with local policy-makers engaging at least 25 CWJ leaders in providing input to local officials or agency heads
- Hold at least 3 outreach or community social events reaching at least 200 members of affiliate organizations and other allies
- Hold at least 6 education or “know your rights” workshops directly reaching at least 400 immigrant or low-income residents with critical information

- Provide mentoring to at least 10 emerging member leaders, and sponsor attendance of at least 3 emerging leaders at regional or national intensive leadership development training
- Direct engagement of at least 50 CWJ members in local policy forums or decision-making processes related to housing, employment, or civil rights issues that affect their families and communities

What indicators have been identified to measure outcomes and performance?

Success of the initiative will be based on the following measurable indicators:

- How many members and how many allies were reached by CWJ education programs, and what was the level of participant satisfaction with programs?
- How many Iowa City residents participated in CWJ outreach events, allies meetings, or workshops?
- What changes were made to local practices and policies?
- How many members participated in leadership development programs and assumed new levels of organizational responsibility, participation in public decision-making processes, or positions in community leadership?
- How many new members joined CWJ, and how many new organizations affiliated?
- What benefits to residents resulted from specific issue campaigns (e.g., how many wage theft victims recovered unpaid wages; how many affordable housing units were preserved or created?)

What are the demographics of the community members that will be served by the program, service, or activity (response should include age, race, gender, and income)?

CWJ's diverse membership is made up of local residents from Latino, African, and Asian immigrant communities, as well as white and black native-born low-wage workers. CWJ's primary leaders and spokespeople at present are women from local Latino and Sudanese immigrant communities. The racial make-up of CWJ's membership is approximately 40% black, 45% Latino, and 15% white.

What processes and/or tools will be created as part of the program, service or activity that can be shared with others in the community to eliminate racial and social inequities?

Because most Unity in the Community programs will be free and open to the public, all community members will have the opportunity to benefit from them. Curricular materials from education workshops, "Know Your Rights" guides, and leadership development tools created as part of the initiative will be freely shared with other organizations interested in using them.

Is the program, service, or activity sustainable in the community after the SJRE Grand funding ends?

Yes, this initiative is intended to lay the groundwork for long-term projects that will continue long after its launch as part of CWJ's ongoing work.

III. Funding Amount Request (5 points)

Amount funding request: \$17,400

How will funding be utilized?

Funding will be utilized for expenses related to planning, publicizing, and delivering town hall forums, education events, training workshops, community events, and attendance of members at leadership development conferences. Such expenses include supplies, printing, postage, communication systems, interpretation/translation, child care and children's activities,

Other funding sources:

CWJ is funded by a combination of foundation grants (70%); local funds raised via grassroots fundraising events, individual donors, member dues, and contributions from Iowa faith, labor, and community organizations (26%), and rent from sub-lease of office space and building usage fees (4%). These other funding sources will provide the funds to cover staff time necessary to implement this program and the costs associated with CWJ's meeting and office space that will make it possible to plan and host the many events and activities associated with the program.

Organizational budget for 2017 and 2018:

2017: \$213,295.00 2018: \$245,289.25

Identify a timeline for the program, service, or activity (timeline should identify the specific time frame for the actions).

The initiative began in December, 2016 with an initial town hall meeting focused on Latino community members, and will continue throughout 2017. Additional town hall meetings will take place in January and February, followed by education workshops and "Know Your Rights" training from February-December, with outreach, regular meetings with local officials, leadership development activities, and issue campaigns focused on affordable housing and living wages taking place throughout the year.

Provide a budget for the program, service, or activity (the budget should identify specific expenses).

Unity in the Community – Project Budget

| | |
|--|-----------------|
| Leadership and education workshops | \$2,000 |
| Interpreting/translation services | \$500 |
| Email communication system | \$1,000 |
| Text message service | \$1,200 |
| Printing | \$3,000 |
| Postage | \$2,500 |
| Office supplies | \$1,000 |
| Outreach events | \$1,200 |
| Leadership development conferences (travel and registration) | \$4,000 |
| Child care/ children's activities (during workshops/events) | \$1,000 |
| TOTAL | \$17,400 |