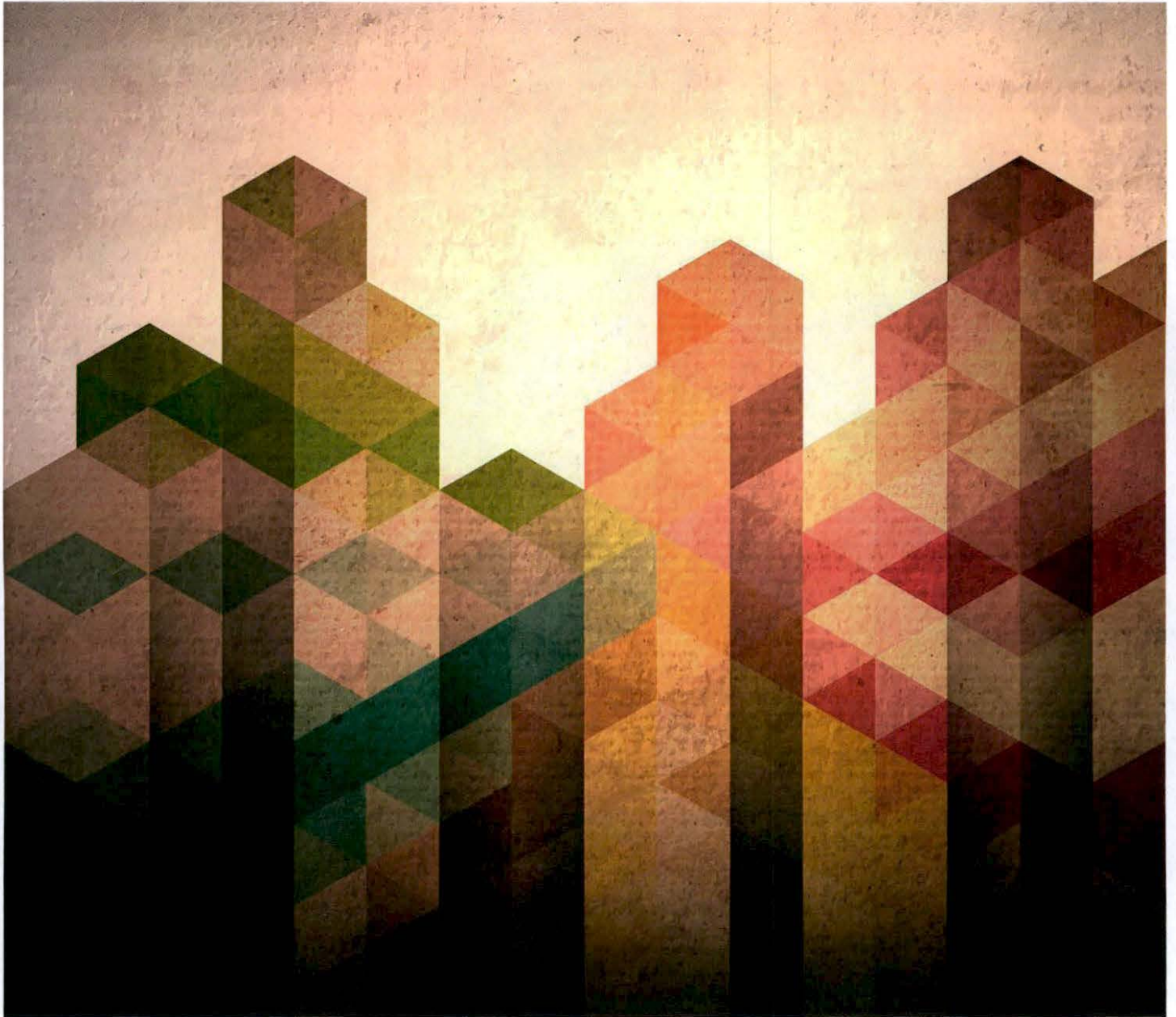


Social Justice & Racial Equity

FIRST QUARTER UPDATE (January – March 2017)



CITY OF IOWA CITY
UNESCO CITY OF LITERATURE



Accountability

January 17, the City Council unanimously passed a resolution reaffirming the public safety function of local law enforcement. The resolution was translated into Arabic, Chinese, French and Spanish. Copies in all languages are available for free at the Library.

February 7, Human Resources incorporated new race and ethnicity categories to the Munis Employee Self-Services system. City staff can now select more than one race and ethnicity code which was not previously allowed.

February 13, the City Manager, Police Chief and Equity Director met with the Director of Public Safety and the Chief Diversity Officer for the University of Iowa. The meetings are held quarterly and allow the City and University to work together on matters of equity. The Executive Director for the Downtown Business District also attends the meetings.

February 22, Mayor Throgmorton and staff from the City Manager's Office and Police Department met with representatives of the Center for Worker Justice for a discussion on local immigration enforcement.

February 27, staff of Human Resources and the Office of Equity and Human Rights attended the *Building Campus/Community Partnerships for Dual-Career and Diversity Hiring*. The program focused on recruiting diverse applicants and how to assist dual-career couples. It was sponsored by the Higher Education Consortium (HERC) which the City joined last fall.

March 21, Mayor Jim Throgmorton joined mayors across the country to demonstrate Iowa City's support for immigrants and immigration reform by proclaiming March 21 as *Cities Immigration Day of Action*.



Conversations

March 2017, Chief Jody Matherly gave an in-depth interview for City Channel 4's *Iowa City In Focus*, where he discussed his philosophy for running a premier police department. *Iowa City In Focus* is a monthly video program that spotlights people, places and projects in the community.

March 22, the Library sponsored an employee book club on *Evicted: Poverty and Profit in the American City* by Matthew Desmond. The book follows eight families in one of the poorest neighborhoods of Milwaukee. Staff from Neighborhood and Development Services, City Manager's Office, Equity and Human Rights, Human Resources, City Attorney's Office and Purchasing participated in the noon hour discussion.



Justice

January 10, 11, the City partnered with the University of Iowa and the Downtown Business District to host a training for business owners that focused on building cultural competence across group identities. Over fourteen businesses attended the training.

January 16, the Historic Preservation Commission was awarded a Civil Rights Grant from the National Park Service. This grant will be used to help fund the nomination of Iowa City's Tate Arms rooming house and the Iowa Federation Home Dormitory to the National Register of Historic Places. The two buildings are significant to the history of civil rights in Iowa City, as both serve as landmarks associated with the struggle for housing equality for Black students at the University of Iowa.

February 6, the Police Department met with Dr. Jason Sole. Dr. Sole offers juvenile and criminal justice agencies the tools they need to influence people affected by delinquency, incarceration, poverty, and other social ills. Dr. Sole also hosted a book signing at the Library.

March 31, the City co-sponsored *The Future of Black Iowa*. The 2-day event led by the University of Iowa Center for Human Rights focused on the healthcare and education of Black Iowans.



Outreach

January 11, the City Manager's Roundtable was held with representatives attending from the Center for Worker Justice, the Coalition for Racial Justice, the Human Rights Commission, the Black Voices Project and the Community Police Review Board. The group discussed *Invest Health*. *Invest Health* is an initiative to make improvements in neighborhoods facing the biggest barriers to better health.

January 23- Parks and Recreation hired a new Program Supervisor for Special and Underserved Population Programs. The new Program Supervisor has a rich perspective on working with under-represented populations and has worked in the Iowa City area for a number of years.

January 24, the Library added mobile hotspots to its list of material available for persons to check out. *ICPL HotSpot* allows users to connect to the internet anywhere on any wireless-enabled device, such as a smartphone. Hotspots can be used to assist in completing homework assignments, applying for jobs or exploring the Internet.

January 27, the Police Chief held *Coffee with a Cop* at the Bruegger's Bagels on Iowa Avenue.

February 2017, the Library celebrated Black History Month with several special programs, live performances and book discussions.

February 23, the Office of Equity and Human Rights updated the City's Diversity Resource email list. This list is used to share information on upcoming City programs, services and initiatives to the broader community.

February 24, the Iowa City Police Department held *Coffee with a Cop* at the Pheasant Ridge Neighborhood Center.

February 28, Human Resources distributed over 200 recruitment posters to local organizations including the neighborhood centers, places of worship, and for display at City facilities and in City transit buses. The posters advertised the City as an Equal Opportunity Employer that welcomes applicants from diverse populations.

March 1, the City Manager's Roundtable was held with representatives attending from the Center for Worker Justice, the Coalition for Racial Justice, the Human Rights Commission, Black Voices Project and the Community Police Review Board. Topics discussed included the Library Bookmobile and pending State legislation.

March 18, the Iowa City Police Department held *Coffee with a Cop* at the Java House on 1st Avenue, Iowa City.

March 20, the Communications Division created a list-serve for the Office of Equity and Human Rights. Community members can now sign up to receive equity and human rights news from the City straight to their inbox.



Training

January 23, staff from the Office of Equity and Human Rights participated in the monthly Government Alliance on Racial Equity's (GARE) membership network.

January 24, staff from the Office of Equity and Human Rights participated in *Implementing Diversity and Inclusion Initiative in the Workplace*. The continuing legal education course was sponsored by the section of labor and employment law of the American Bar Association.

January 26, staff from the Office of Equity and Human Rights participated in the My Brother's Keeper webinar on *Community Leadership for Policy & Systems Change*. The webinar highlighted strategies proven effective by community leaders to drive policy and systems change at the local, state, and federal levels, based on best practices that remove barriers and expand opportunity for boys and young men of color.

January 27, staff from the Office of Equity and Human Rights participated in the Government Alliance on Racial Equity's Midwest (GARE) members meeting. At the meeting, participants heard from staff of the Saint Paul Human Resources Office on best practices for increasing the racial diversity of the applicant pool.

February 9, staff from Neighborhood and Development Services and the Fire Department attended the *Leadership for Equity and Inclusion* training. The program enables participants to develop skills in areas of prejudice reduction, violence prevention, and conflict resolution.

February 15, staff from the Office of Equity and Human Rights participated in the Government Alliance on Racial Equity's webinar on *Equitable Development*. The webinar discussed a systematic approach that requires coordinated and comprehensive investments, policies, and protections to prevent displacement of vulnerable residents, businesses, and community organizations.

March 24, staff from Accounting, the Office of Equity and Human Rights and Neighborhood and Development Services attended the *Accomplices in Eliminating Racial Bias Spring Conference* at the Sheraton. The City was a co-sponsor of the all-day event.



TO: Stefanie Bowers
FROM: Captain Bill Campbell
RE: DIF Reporting for ICPD – 1st Quarter 2017
DATE: April 11, 2017

The Iowa City Police Department's DIF reporting for the first quarter of 2017 is below.

COMMUNITY OUTREACH: *Documentation of participation in any event, attended or presented, by a Department member to a community member or organization.*

38 officers attended 286 events in the first quarter of 2017, totaling 333 hours and contact with approximately 5,900 community members. Events included:

- Trivia Night to benefit Shop with a Cop
- Martin Luther King Day event at Grantwood Elementary School - a number of officers attended this event who were both on and off-duty
- Evening visits to the Shelter House WET Shelter
- Sudanese Potluck at the Iowa City Recreation Center
- Black Living History Museum at the Iowa City Recreation Center
- Soul Food Supper for Black History Month at the Iowa City Recreation Center
- Clothing donations collected by officers and taken to the Youth Shelter
- "Coffee with a Cop" events
- City Manager's Roundtable
- Attendance at various school sporting events
- Assembly of law enforcement appreciation bags by West High students
- Monthly reading at Lucas Elementary School
- ICPD tours with Heritage Christian School students

DIF Reporting for ICPD – 1st Quarter 2017

- Attendance at the City's "Lunch and Blankets" event
- Safety Village/Polar Plunge brochure distribution at area schools

COMMUNITY PRESENTATIONS: *Documentation of any participation in a community presentation by a Department member.*

10 officers participated in 49 community presentations in the first quarter of 2017, totaling 89 hours and contact with 1,500 community members. Presentations included the following topics/groups:

- Police K-9 presentation to 3rd graders of Twain Elementary School
- Crisis Intervention Team (CIT) presentation on the homeless at a local church
- What is the Citizen's Police Academy?
- "ALICE" active shooter response training
- ODARA risk assessment presentation to District Court Judges
- Domestic violence panel discussion with UI Medical School
- Iowa City Public Library staff meeting presentation
- Common scams to be aware of
- Alcohol education at Southeast Junior High with Fatal Vision Goggles – multiple sessions
- Drivers Education classes
- Cub Scout Den meetings
- Child safety issues

CULTURAL COMPETENCY TRAINING: *Documentation of any training received by a Department member involving cultural competency. Cultural competency training refers to training directed at the ability to interact effectively with people of different cultures, ethnicity and socio-economic backgrounds.*

72 officers attended 382 hours of training during this quarter. The majority of this time encompassed a five hour block of instruction that most officers attended as a part of yearly joint training that all agencies in Johnson County participate in. This session focused on fair and impartial policing. A group of supervisors also attended a presentation by Jason Sole, nationally known motivational and equity presenter, on racial equity in policing.

PUBLIC EDUCATION EFFORTS ON RIGHTS: *Documentation of any participation at an event, attended or presented by a Department member, to a community member or organization where the focus is education on an individual's rights.*

2 officers conducted 2 training sessions during this quarter, reaching 67 participants. One of the events focused on knowing your rights in regards to domestic violence.

COMMUNITY PARTNERSHIPS: *Documentation of any partnership between the Department and another community organization.*

The Department worked with community partners that led to attendance at 126 events by 22 officers who spent 251 hours engaging 6,075 community members. Below are some highlights from those partnerships.

- Special Olympics Mid-Winter Banquet, attended by over 1,000 Olympians, coaches and fans
- Coordination, development and presentation of a human trafficking conference at a local church. The conference had some 300 attendees from around the State and was a first of its kind, bringing together various disciplines to train on this growing concern. The ICPD is a member of the Johnson County Sexual Assault Response Team (JCSART) which sponsored the event.
- Reception and roundtable discussion with UI student athletes on "Racial Violence in America"
- Discussion with UI student athletes on profiling and implicit bias
- Special Olympics "Polar Plunge" at Coralville Lake
- Quarterly UI/City of Iowa City diversity meeting
- ACLU Hawkeye Chapter meeting
- Showing up for Racial Justice forum
- UI sponsored discussion on alcohol and drugs on college campuses
- Racial Equity in CJ system
- Johnson County Suicide Prevention Coalition
- Domestic Abuse Investigations Team
- Citizen Police Academy – all law enforcement agencies in Johnson County put on a 14 week program for participating community members that covers a vast number of policing topics. Officers from the Department both facilitate the Academy and present on a number of topics.

- Iowa City Downtown District – To champion the Iowa City Downtown District as a progressive, healthy, and culturally vibrant urban center of the region.
- Local Homeless Coordinating Board – The Local Homeless Coordinating Board is a community collaboration dedicated to preventing homelessness in Johnson County. The WET Shelter sub-committee successfully operated a temporary shelter to provide an alternate housing option for the winter months. This alternate housing provides shelter for individuals who are intoxicated or are otherwise ineligible to receive housing at Shelter House.
- The Downtown Liaison continues to represent the Iowa City Police Department and participate in the White House's Data-Driven Justice Initiative. This is a coalition of city, county, and state governments who have committed to using data-driven strategies to divert low-level offenders with mental illness out of the criminal justice system and change approaches to pre-trial incarceration.
- The ICPD continues to collaborate with the Iowa City Bike Library to repurpose abandoned bicycles impounded by the Department. Instead of being auctioned or recycled as scrap metal, the Iowa City Bike Library refurbishes some of the bicycles which are then lent out through their organization. The remaining bicycles are collected by Working Bikes. Working Bikes is a non-profit that rescues discarded bicycles and gives them new life by redistributing them in global communities. During this quarter the Downtown Liaison worked with staff and the City Manager to amend City Code which covers impounded bicycles. The amendment will allow the police department and other City Staff to repurpose unclaimed bicycles for community outreach with disadvantaged youth and adults.
- Johnson County Public Safety Leadership Academies, providing an avenue for area youth interested in searching the possibility to become a police officer/firefighter/medic in Johnson County via partnership with ICPD/ICFD/JCAS as well as the Iowa City Community School District, Boy/Girl Scouts, Dream Catchers, Diversity Focus.

The Department also continues to partner with entities such as The Dream Center, Broadway Neighborhood Center, DVIP, DMC, Diversity Roundtable and the Johnson County Attorney's Office.

The Department also provided extra patrol on 1,230 occasions where criminal activity or safety concerns had been identified.