



CITY OF IOWA CITY MEMORANDUM

09-13-18
IP11

Date: September 13, 2018
To: Simon Andrew, Assistant to the City Manager
From: Stefanie Bowers, Equity Director
Re: Equity Review Toolkit

From August 2016 through August 2017, the following City Departments: Neighborhood and Development Services, Police, Human Resources, Finance, and Human Rights used toolkits to evaluate a current procedure, policy, program or service, and a new and/or potentially new procedure, policy, program or service. These departments were intentionally selected because they have one or all of the following: 1) the services provided are heavily relied upon by persons of color or immigrant populations; 2) the community has expressed concern on how the services are delivered; or 3) the services provided affect large numbers of the community. The Departments used a three-step process to gather information that was used to inform planning and decision making. Each step is enumerated below.

Step 1: What is the impact of the proposal on determinants of equity?

Step 2: Who is affected by the proposal?

Step 3: Opportunities for action?

Since completing the toolkits in August of 2017 these Departments have continued to make strides in advancing social justice and racial equity. Learn more below.

Accounting

Capital Grant Funding

Requires a racial minority impact statement as part of a new Grants Management Policy. It includes creating a map showing distribution of racial or ethnic identities in the city. A map was created in ESRI (geographic information system software) and is available on the intranet for departments to utilize. Capital grant applications must use a map to identify the grant's location and review its impact on racial or ethnic minorities with a narrative statement as well as the block group identifier to quantify the impact. The racial minority impact statement and block group are required on the Grant Review Form that departments submit to get approvals for grants before they apply.

Revenue

Utility Billing

Targeted the promotion of the utility discount program – 3,148 postcards were mailed out on June 26, 2018 to residents in the southeast area of Iowa City.

A donation program was established in March 2018. This fund helps sustain the City's *Utility Discount Program*, which provides income eligible Iowa City utility customers a discount of 60 percent of the minimum water and sewer charge, 60 percent of the monthly storm water charge and 75 percent of the refuse and recycling charges each month. A news release, news interviews, and a bill insert were used to promote the program. Stories appeared on KCRG and KWWL news. Currently there are 91 accounts that make a monthly contribution on their water

bill. Nearly \$3,000 has been given to date – about \$300 per month total for the regular contributors. This will be promoted again around the holidays.

Purchasing

Requests for Bids and Proposals

Purchasing now includes a voluntary demographic information survey in all Request for Proposals and Request for Bids. Accounting also includes the voluntary demographic information survey when it sends out Automated Clearing House (ACH) letters to vendors. Each vendor that completes the survey and is identified as a "Women Owned Business", "Minority Owned Business" or "Service-Disabled Veteran Owned Business" is marked as a Disadvantaged Business Enterprise (DBE) in the financial software system. Sixty-one bids and proposals were received to date, and 9 received were from DBEs, 41 received were marked 'none of the above', and 11 received were incomplete (did not complete the survey). Looking at the stats, for the companies that filled out the survey almost 15% were DBEs. Of the 9 DBE submittals, 3 were awarded a contract.

Iowa City will be hosting the fall Iowa Procurement Professionals Association meeting. The Civil Rights Coordinator at the Iowa Department of Transportation (DOT), will present on the DOT's certification and collection process for Minority/Women Business Enterprises.

Police

Online Feedback Form

The online feedback form went live on September 7, 2017. Between then and August 16, 2018, 31 submissions were received from the public. Most of submissions either asked questions or made comments about incidents in which the police were involved. Sixteen submitters asked for a police supervisor to contact them for follow up; 12 submitters requested no follow up; 3 submitters did not answer the follow up question. Information surrounding the identity, race or other demographic information of submitters is not collected by the system or sought by the Department.

Juvenile Curfew Standard Operating Guidelines

From September 2016 through August 2017, there were 25 juvenile curfew citations issued. From September 2017 through July 2018, there were 6 juvenile curfew citations issued. This represents a 76% decrease in citations, with 11 of the 12-months in that period accounted for. Three of those cited were White; 3 were Black; and none identified as Hispanic. All the cited curfew violations involved one or more additional criminal violation by the minor. When other criminal acts are involved, the officer's discretion is reduced.

Public Hours at Animal Care & Adoption Center

There has been no significant change in the status of this proposal. Staffing models don't show a viable option for expansion of service hours or additional programming without the cutting of hours at the facility at some other time during the week.

Neighborhood and Development Services

Complaints Mapping

The City received 2,400 complaints in calendar year 2017 and continues to monitor where complaints are located. Please see the attached complaint activity map. Complaints appear to be originating from every neighborhood. Neighborhoods with more rental properties tend to have higher complaint activity. Steps have been taken to be more proactive in high complaint neighborhoods. At the start of July 2018, Officer Travis Graves was selected to be the new Neighborhood Response Officer. His duties include splitting his time between addressing neighborhood quality of life concerns and issues that arise in the downtown area. His regular

duty hours are Tuesday – Saturday 6:00 PM to 2:00 AM. Thursday, Friday and Saturday evenings are peak times when many neighborhood complaints for nuisances such as loud noise, garbage, parking, etc., come in.

Bike racks on older multi-family properties

No progress has been made on the bike rack project. To move forward, partnerships with private property owners will need explored. MPO will also gauge support for a code change to retroactively require bike racks at all existing multi-family buildings if there is sufficient interest amongst City Council and administration.

Development Services - Notification of Rezoning and Redevelopment

Staff continues to emphasize good neighbor meetings, post public notice signs and written notification to all dwelling units for which applicants can obtain addresses.

Since the last report out in October 2017, Ordinance 17-4728 was adopted amending the major site plan review process to require notification to occupants of rental properties and an occupant transition plan for any additions or alteration to a residential development with more than 12 dwelling units. This includes the following requirements:

1. Within twenty-four (24) hours of submitting an application for major site plan approval, the applicant shall post notice on the subject property of intent to develop on the site. The notice to be posted will be provided by the City and shall be posted as directed by the City. For major site plans involving any additions or alterations to existing development containing over twelve (12) residential units, the applicant, within twenty-four (24) hours of submitting an application for major site plan approval, shall mail written notice to all current occupants of the development property informing them of the application and intention to develop on the site, the anticipated construction timeline, and phasing of the project. The applicant shall furnish evidence satisfactory to the City that such notice requirements have been satisfied before the application will be considered complete.
2. For major site plans involving any additions or alterations to existing development containing over twelve (12) residential units, the applicant shall submit an occupant transition plan if there are any occupants of the development on the date the application is submitted. Such a plan must include the number of current occupants; a general description of current contractual obligations between the owner and the occupant(s); when any leasehold interest expires; and a construction timeline and phasing plan.

In addition, the ordinance required that the City Council consider and approve the occupant transition plan prior to approval of the site plan or issuance of a building permit.

The intent of the code change is to provide a means of communicating pending changes to existing rental residents where the proposed changes would not otherwise trigger a zoning process and to require City Council consideration in an otherwise administrative process. Since the ordinance's adoption, 18 major site plan cases have been filed with the City. None of these met the threshold for triggering use of the new major site plan process. Staff will continue to monitor future site plan activity for compliance.

Staff is still in the process of acquiring new permitting and plan review software which will incorporate electronic application submittals. Residents will also be able to view permit activity for subdivisions and buildings.

Human Rights

Online Complaint

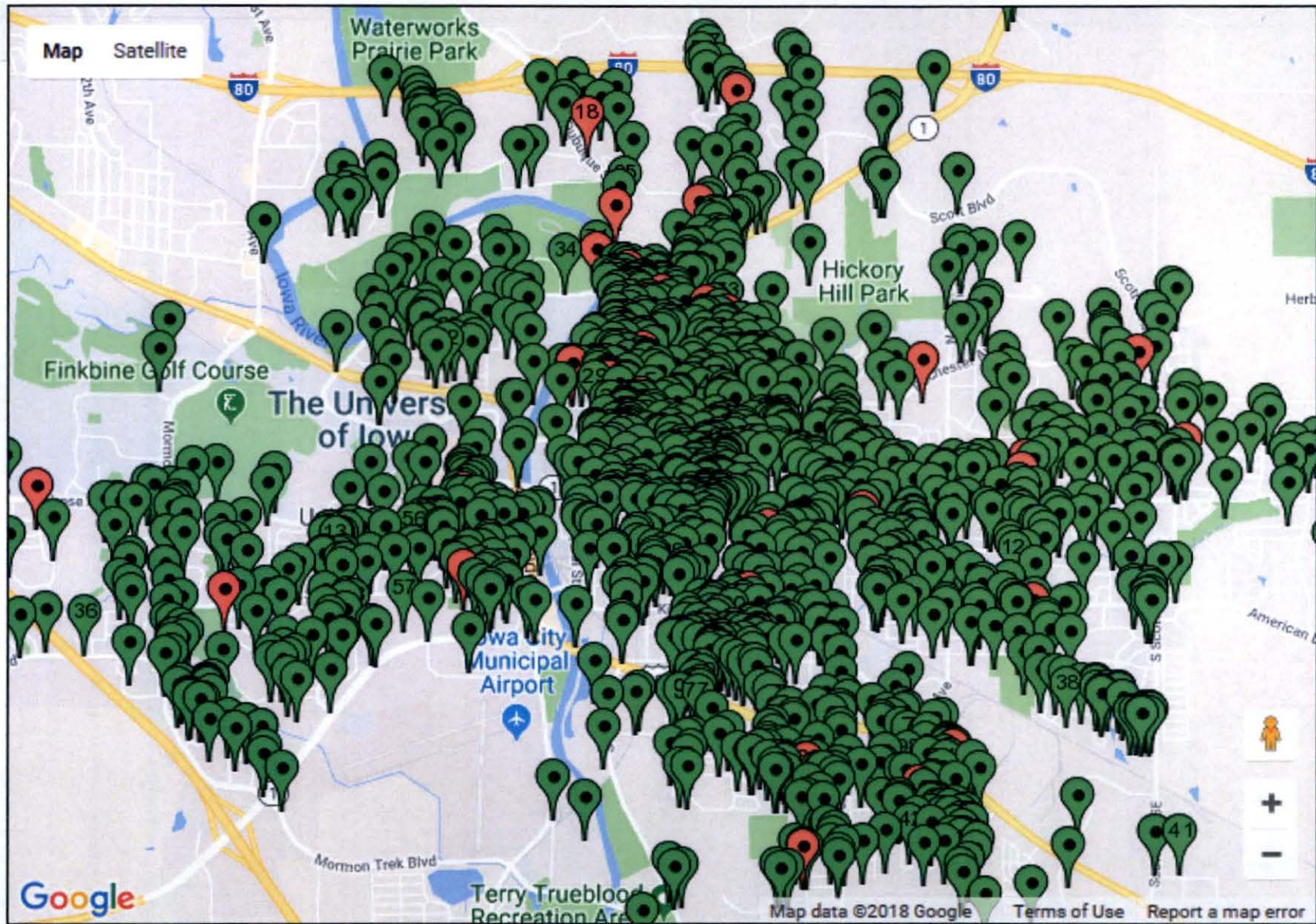
The option to submit a discrimination complaint online went live in February of 2017. Since that time 26 complaints of discrimination in the areas of education, housing, employment, and public accommodation have been submitted online out of approximately 42 complaints total being filed during that time. The online complaint option allows for persons to file a complaint of discrimination with the Human Rights Office 24/7. This streamlines the process and allows for an efficient and accessible way for persons to report discrimination at any time.

Discrimination Complaint Party Mapping

Complaints of discrimination filed with the Human Rights Office in 2016 were mapped to identify areas in which discrimination occurred more frequently to allow staff the opportunity to conduct more outreach and educational trainings in those parts of the community.

Complaint mapping recently was completed for 2017. Please see the attached complaint activity map. Based on this information staff will continue to specifically target businesses and landlords in the downtown region. Staff will also provide broader outreach to students and consumers on their rights.

CY2017 Complaints, Iowa City



2017 Filed Complaints by Location of Complainant and Respondent

Complainants

Number of Complaints Filed

- 1
- 2

Respondents

Number of Complaints Received

- 1
- 2

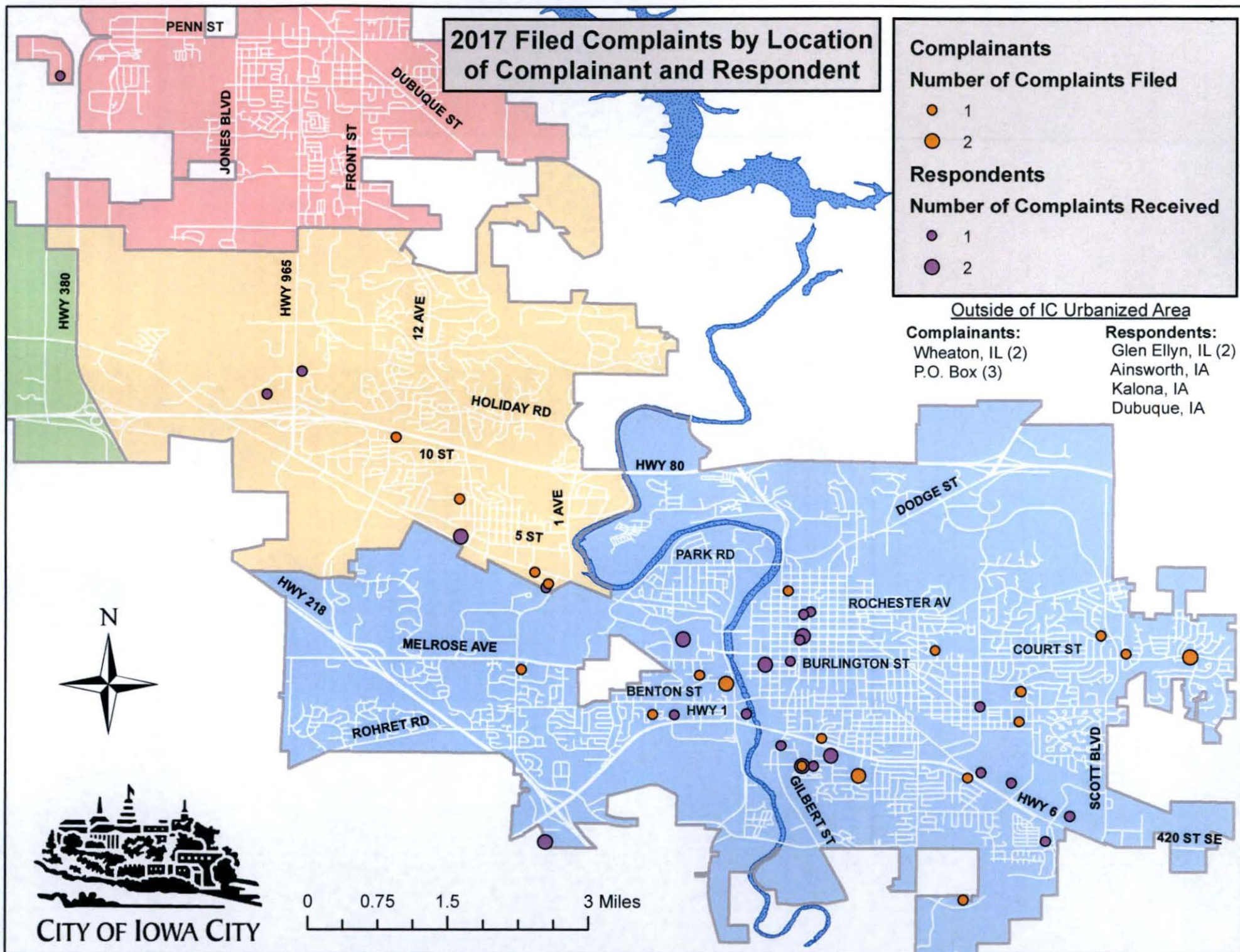
Outside of IC Urbanized Area

Complainants:

Wheaton, IL (2)
P.O. Box (3)

Respondents:

Glen Ellyn, IL (2)
Ainsworth, IA
Kalona, IA
Dubuque, IA





CITY OF IOWA CITY MEMORANDUM

09-13-18

IP12

Date: September 13, 2018

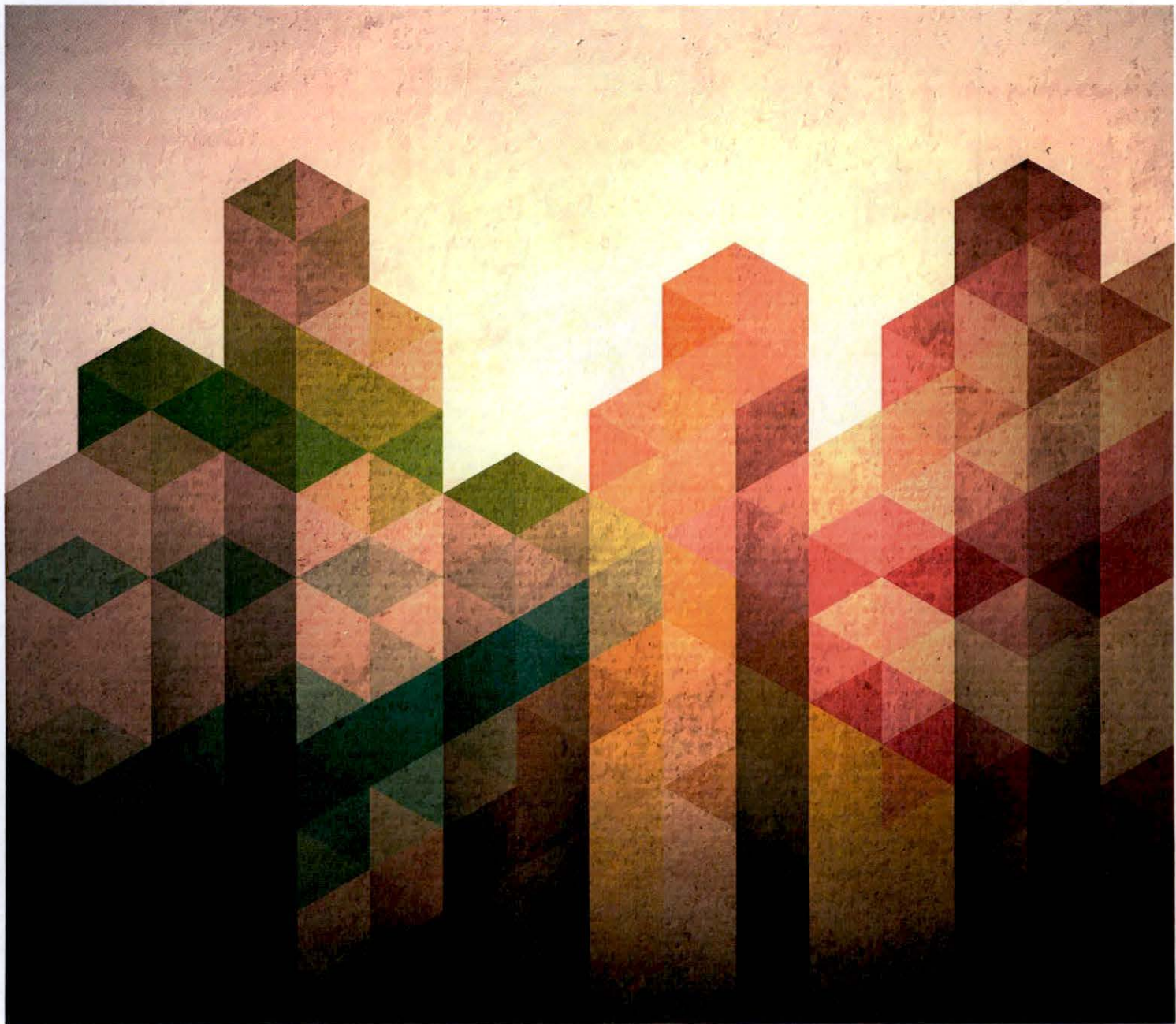
To: Simon Andrew, Assistant to the City Manager

From: Stefanie Bowers, Human Rights Coordinator & Equity Director

Re: Social Justice and Racial Equity Second Quarter Update for 2018

Attached please find the second quarter Social Justice and Racial Equity Update for 2018. Included as a part of this update are the Police Department's and the Library's second quarter reports.

Social Justice & Racial Equity
Second Quarter Update (April – June 2018)



CITY OF IOWA CITY
UNESCO CITY OF LITERATURE



Accountability

Resolution Adopting the Social Justice and Racial Equity Grant Allocations for Fiscal Year 2018. Allocations were made to the Center for Worker Justice, Shelter House, and Healthy Kids School-Based Clinics.

Attendance at Government Alliance on Race and Equity Monthly Membership Meetings.

Attendance by staff from Human Rights, the Library, Parks and Recreation, Police, and Cable at *The Urgency of Equity: Ending Racism in Youth-Serving Institutions* held in Coralville, Iowa.

Updated the list of attorneys and non-profits in the state of Iowa providing immigration-related legal services on the City's webpage. The list is published by the American Friends Service Committee.

City's membership in the National Fair Housing Alliance renewed.

The Police Substation started regular hours from 1-4:30 PM Monday thru Friday.

Sponsored a Youth Job Fair held at Mercer Aquatic Center. Youth ages 14-19 years old attended to learn about employers and organizations with current and summer job openings. Co-sponsors included the Iowa City Community School District, United Action for Youth, and the University of Iowa's Tippie College of Business.

Renewed membership in the Government Alliance on Race and Equity.

Sponsored a *Building Business Basics Workshop* that was held at the Iowa City Kirkwood Community College campus. Additional sponsors included Hills Bank and Trust Company, University of Iowa Community Credit Union, Kirkwood Community College, Center for Worker Justice, MidWest One Bank, and the Sankofa Outreach Connection. Workshop topics included credit repair, business ideation, and reaching your customers.

Renewed membership in the Higher Education Recruitment Consortium (HERC).

Attendance at Government Alliance on Race & Equity Membership Network Meeting.

Translated Civil Rights brochures to Swahili. This is in addition to Spanish, Arabic, Mandarin, and French African.

Students who met the requirement of having a grade point average of 3.0 or higher toured Civil Rights landmarks and Historically Black Colleges and Universities (HBCU) at no cost this summer. The events of this year's trip were recorded in the form of a documentary by City Channel 4. The Mayor and Council member Cole along with Community Outreach Assistant Henri Harper, founder of Fas Trac, participated in this tour. Fas Trac is a program for high school students to assist with their academic performance, community involvement, and preparation for college or careers.

Teen Dynamics Program started by Parks and Recreation to encourage art, recreation, and life skills in teens.

The Fire Department implemented a program, *Fired Up About Reading*, which encourages kids to read more. Students fill out a reading log for 6 - 8 weeks, counting the minutes they read outside of school. The top readers in each classroom are rewarded for their hard work by becoming firefighters for a day.



CITY OF IOWA CITY : SOCIAL JUSTICE & RACIAL EQUITY

Conversations

Council *Listening Post* was held at The Farmer's Market. The *Listening Posts* provide opportunities for the community to engage with City leaders on topics that are important to them in an informal setting.

City Manager's Roundtable held at Merge. Participants included representatives from the Black Voices Project, the Center for Worker Justice, Johnson County Neighborhood Centers, Immigrant and Refugee Alliance, and faith communities. Topics discussed included preserving Black History in Iowa City and updates from the Police and Parks and Recreation.

City Manager's Roundtable held at Terry Trueblood Recreation Area. Participants included representatives from the Black Voices Project, the Center for Worker Justice, faith communities, the Johnson County Neighborhood Centers, Immigrant and Refugee Alliance, and the Disproportionate Juvenile Minority Contact Committee. Jeff Kellbach, the Aging Specialist for Johnson County, spoke to the group and then updates on summer activities were provided from Parks and Recreation and the Library.

Queso with a Cop at Pancheros Mexican Grill. This is an event that allows an opportunity to ask questions, voice concerns, and get to know police in a relaxed setting.

Coffee with a Cop at Iowa City Pride. This is an event that allows an opportunity to ask questions, voice concerns, and get to know police in a relaxed setting. The police had a booth at the festival that featured free iced coffee from the Java House.

Town to Gown quarterly meeting with the University of Iowa included the University of Iowa's Chief Diversity Office, University of Iowa's Department of Public Safety, City staff including the Police Chief, Equity Director and Communications Coordinator, and the Executive Director of the Iowa City Downtown District. The discussion centered around opportunities to work together and forge alliances.

The Place We Call Home: Affordable Housing in Johnson County, City staff from Neighborhood and Development Services attended this presentation sponsored by the University of Iowa's Cup of Justice Chief Diversity Office and presented by the Executive Director of the Johnson County Affordable Homes Coalition.

Hosted CIVIC group of mayors and vice governors from the Philippines. Several representatives from City boards and commissions participated in addition to the Mayor.

Hosted Mandela Fellows at City Hall. Participants included the City Manager's Office, the Police Department, and the Mayor. The Mandela Fellows are young African leaders who are between the

ages of 25 and 35, and have established records of accomplishment in promoting innovation and positive impact in their organizations, institutions, communities, and countries.

The City Book Club read *The Hate U Give* and had a book discussion at the Library on advancing social justice and ending inequities. *The Hate U Give* is a young adult novel by Angie Thomas. It follows a protagonist drawn to activism after she witnesses the police shooting of her friend.

The Library created booklists for websites “Get Informed: #MeToo” and “Confronting Racism in America.”

Two international fellows from the Professional Fellows Program for Inclusive Disability Employment met with the Mayor, former Council Member Botchway and City staff from Human Rights, and the City Manager’s Office to discuss how local governments implement the Americans with Disabilities Act.

The Library sponsored intergenerational story time at Emerson Point Assisted Living.

Staff of the Library, Human Rights, Parks and Recreation, and City Manager’s Office participated in the Second Annual City of Iowa City Youth Empowered to Serve Day. Twenty-five area youth came to City Hall and worked in groups to create a mock budget, tour the library’s internal operations, and visit the Robert A. Lee Community Recreational Center.

The Library sponsored its monthly book club at Elizabeth Tate High School. The book selected, *The Hate U Give*, is a novel about a young adult who is drawn to activism after she witnesses the police shooting of her friend.

Author Linda Skeers visited the Library, promoting her book on trailblazing women who defied sexist stereotypes and brought a message of gender equality.



CITY OF IOWA CITY : SOCIAL JUSTICE & RACIAL EQUITY

Justice

The Police Department, the University of Iowa’s Department of Public Safety, and the Iowa City branch of the NAACP hosted a panel-led community conversation on hate crimes and their impact on our community.

Impediments to Fair Housing Survey released. The survey reported out on fifty-two respondents who looked for housing in the last year. Of the respondents who looked for housing, twenty-five (25) reported having a landlord refuse to rent to them because of their use of a Housing Choice Voucher.

Attendance at the Government Alliance on Race and Equity monthly Criminal Justice/Policing meetings.

The City, with the Mayor’s concurrence, is participating in several amicus briefs being written in cases challenging the administration’s termination of temporary protected status (TPS) for Haitians. The case is *NAACP v. U.S. Dep’t of Homeland Security*, et al. The brief has three sections, 1) a section

on harm to cities and counties in rescinding TPS for Haitians, 2) a section arguing that the court has jurisdiction to review the NAACP's constitutional claim, and 3) a section supporting that claim (equal protections/animus).

Celebration of Citizen Diplomacy Dinner honored the Police Department. The annual event is sponsored by the Council for International Visitors to Iowa Cities.

The Annual Juneteenth Celebration held at Mercer Park had participation from several City departments including Police, Fire, and Parks and Recreation. Juneteenth is a historical community event that commemorates the June 19, 1865, announcement of the abolition of slavery in Texas. The City was a co-sponsor of this event.

Police Captain Denise Brotherton received an Iowa Police Chief's Association award for her work as chairperson of the Department's Disproportionate Minority Contact Committee and her role in creating and overseeing Building Unity Linking Businesses for Safety, or B.U.L.B.S!, which is a partnership with local repair shops that helps those who cannot afford to replace burnt out lights on their vehicles by replacing them for free.



CITY OF IOWA CITY : SOCIAL JUSTICE & RACIAL EQUITY

Outreach

Let's Get Growing: Gardening Workshop was held at Wetherby Park. Attendees engaged in hands-on gardening activities, learned easy tips for nurturing plants, and sampled tasty, garden fresh recipes. Grow: Johnson County and the Global Food project of Johnson County led the workshop.

Book displays at the Library memorialized the 50th anniversary of Rev. Dr. Martin Luther King Jr.'s assassination, Asian/Pacific American Heritage Month, Jewish American Heritage Month, and Pride Month.

Monthly "special access" hours at the Library featured environment and activities tailored for patrons on the autism spectrum.

She Swims Too! event held by Parks and Recreation. *She Swims Too!* is a program that aims to empower, celebrate & encourage women of all generations and backgrounds to learn or enhance their skills in swimming.

STEM mini-camp held by Parks and Recreation for 5th to 7th grade youth.

Beginning gardening class series hosted by Parks and Recreation.

Free introductory yoga and cardio classes offered by Parks and Recreation.

Iowa Civil Rights History presented to four West High AP Government classes.

Drag Storytime Party was held at the Library.

A first-time multicultural music festival, *Off Broadway*, was sponsored by the City. The live music event featured soul music, Latin music, and food trucks for community members to come for lunch or a snack.

Iowa City Parks and Recreation hosted a sports night. The family friendly event with soccer and basketball skill challenges and activities for youth was made possible by the INVEST Health initiative with funding by the Robert Wood Johnson Foundation and Reinvestment Fund.



CITY OF IOWA CITY : SOCIAL JUSTICE & RACIAL EQUITY

Training

Staff from the City Manager's Office, Human Rights, and Communications attended *Facilitating Dialogue for Community Engagement* sponsored by the Office of Outreach and Engagement at the University of Iowa.

City staff participated in *De-Escalation Strategies for Aggression and Mental Health* that was held at City Hall and presented by Synchrony.

Staff of Human Resources attended a *Transgender in the Workplace* session at the National Public Employer Labor Relations Association Conference.

Staff in Human Rights and Neighborhood and Development Services attended *The Color of Law: A Forgotten History of How Our Government Segregated America*. It was sponsored by the Davenport Civil Rights Commission. The day-long training included informative sessions on Neighborhoods and Eliminating Bias, and Housing and Opportunity.

The City offered two complimentary Fair Housing Trainings to area landlords, realtors and property managers. The training was conducted by Linda Grathwohl, a supervisor for the Iowa Civil Rights Commission.

Participant in the Government Alliance on Race and Equity's *Commit to Action* webinar.

The City, along with the Iowa Institute of Public Health Research and Policy and INVEST Health, sponsored *Healthy Neighborhoods, Healthy Communities: A Symposium for Public Health, Health Care and Community Development Professionals*. Dr. Megan Sandel from Boston University Schools of Medicine and Public Health, and Angela Mingo, the Director of Community Relations at Columbus Children's Hospital, shared their experience and ideas as participants considered how we can best work together as a community to leverage resources and expertise to improve health in the Iowa City area.

All City staff completed the online *Diversity Made Simple* course. The training included a conversation about what diversity is, why it is important, and how to embrace it.



TO: Stefanie Bowers
FROM: Captain Bill Campbell
RE: DIF Reporting for ICPD – 2ND QUARTER 2018
DATE: July 24, 2018

The Iowa City Police Department's DIF reporting for the second quarter of 2018 is below.

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

44 officers attended 365 events in the second quarter of 2018 for a total of 471 hours of involvement. Events included:

- Continued neighborhood foot patrols and officers getting out of their patrol vehicles to engage the community and build relationships through non-enforcement interactions. Foot patrols, business checks, house watch and school visits, extra patrol per specific requests from citizens and/or businesses.
- Continued use of Southside Substation by officers to complete paperwork and other tasks at this facility, being more visible and making themselves more available to the community in that area. The substation is also utilized for activities and meetings with local youth.
- ALICE training sessions
- Party in the Park - various locations in IC neighborhoods
- Juneteenth Celebration - Mercer Park
- Coffee with a Cop
- Free Lunch Program (police officers served meals)
- School visits - multiple locations in the ICCSD
- ICCSD Athletic Booster Pancake Breakfast - West High School

DIF Reporting for ICPD – 2nd Quarter 2018

- K9 Presentations
- Jazz Fest - downtown Iowa City
- Kites for Kids Event - City Park
- Police Unity Tour - Washington, DC
- Called to Be Bald - Be the Match Fundraiser for cancer awareness
- Special Olympics Fundraiser
- Southeast Substation - Summer hours began this quarter
- Bus Pass Program - 30 female participants, 5 male participants - 20 City High School students, 10 West High School students, 5 Northwest Jr High students

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

12 officers participated in 34 community presentations in the second quarter of 2018, totaling 66 hours of involvement. Presentations included the following topics/groups:

- Citizens Police Academy SCAT Presentation - JECC
- Citizens Police Academy SRT Presentation - JECC
- Citizens Police Academy K9 Presentation - JECC
- Citizens Police Academy Bomb Demonstration - JECC
- ALICE – various locations
- CIT - various locations
- Honor Guard Ceremonies – various locations

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.*

10 officers attended 103 hours of training at 9 events during the second quarter of 2018. This training included:

- Leadership for Equity and Inclusion – University of Iowa
- Crisis Intervention Trainings (CIT)
- 2018 DMC Conference - Coralville

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.*

No Public Education on Rights presentations were given during this quarter.

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

The Department worked with community partners that led to attendance at 68 events by 8 officers who spent 159 hours engaging with community members. Below are some highlights and noteworthy outcomes from those partnerships.

- Iowa City Downtown District – To champion the Iowa City Downtown District as a progressive, healthy, and culturally vibrant urban center of the region.
- Citizens Police Academy – all law enforcement agencies in Johnson County present 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 many topics.
- The Downtown Liaison continues to represent the Iowa City Police Department and participate in the 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 Downtown Liaison partners with the Johnson County Local Homeless Coordinating Board (LHCB), the Frequent User Systems Engagement (FUSE) sub-committee and the winter Low-Barrier Shelter sub-committee.
- The FUSE sub-committee has developed a “housing first” initiative which will provide housing to chronically homeless individuals with a goal of reducing their use of emergency services. Groundbreaking on the 24-unit project took place on April 5, 2018.
- RAGBRAI Planning – The Department continued its preparations for the arrival of RAGBRAI on July 27, 2018. In conjunction with many other local, State and private partners, the Police Department is preparing to welcome thousands of visitors to our community. Major areas of focus have been traffic planning, campground security and the safety of the thousands of people expected to attend the “Book It to Iowa City Bash!”.
- 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. The Downtown Liaison worked with staff and the City Manager to amend City Code and worked towards repurposing unclaimed bicycles by turning them over with disadvantaged youth and adults. During the 2nd quarter, a total of 3 abandoned bicycles were turned over to the homeless.
- Additional activities, meetings and events took place within the following community partnerships: NAACP, FBI, US Attorney’s Office, Johnson County Attorney’s Office, Johnson County Disproportionate Minority Contact Committee, City Manager’s Diversity Roundtable, Iowa City Downtown District, Iowa City Community School District, University of Iowa Off Campus Advisory Board, Special Olympics of Iowa, Safety Village, Elder Abuse Task Force, Johnson County Human Trafficking Coalition, United Way Social Services Work Group, 4 Oakes Youth Shelter, Johnson County Drug Task Force, Sexual Assault Investigation Team, The Dream Center, Broadway Neighborhood Center, Domestic Violence Intervention Program, Johnson County Suicide Prevention, United Way Social Services Work Group and Emergency Services Camp for youth.

The Department continues to provide extra patrol at citizen’s requests and foot patrols where criminal activity or safety concerns have been identified. These patrols have resulted in over 345 citizen contacts. The Downtown Liaison Officer was on bike/foot patrol during 53 days of this quarter, totaling 220 hours and conducting 106 extra patrols.

Social Justice and Racial Equity Update
Iowa City Public Library
June 25, 2018

March 2018:

- Three meetings of the Book Club at Elizabeth Tate Alternative High School; two students attended each meeting.

April 2018:

- Popup book display memorializing the 50th anniversary of the assassination of the Rev. Dr. Martin Luther King, Jr.
- Hosted a City of Iowa City staff book group discussion on "The Hate U Give," by Angie Thomas on April 24; 19 participants.
- Created a booklist for website: "Get Informed: #MeToo"
- Three meetings of the Book Club at Elizabeth Tate Alternative High School; two students at each meeting.
- 14 diversity programs for children (storytimes and outreach)
- Earth Day storytimes for children (1 featuring local activist group 100 Grannies)

May 2018:

- Display: Asian/Pacific American Heritage Month; novels written by Asian Americans
- Display: Jewish American Heritage Month; novels written by Jewish Americans
- Booklist for website on Confronting Racism in America
- Display: "What would Shuri (from "Black Panther") read?; in the Teen Center
- Two meetings of the Book club at Elizabeth Tate Alternative High School; two students at each meeting.
- 4 Diversity Outreach storytimes
- Intergenerational storytime at Emerson Point Assisted Living
- Linda Skeers author visit, promoting her book on trailblazing women who defied sexist stereotypes and bringing gender equality message to attendees
- Special Access early open Browsing Hour and special art activities

June 2018

- Display: Pride Month; highlight our Fiction, Nonfiction, and Children's collections written by members of the LGBTQ+ community
- Popup book display for "Pride Month"
- Display: Pride Month in the Teen Center
- Display: "What would Shuri read?, new Young Adult Fiction
- World Wednesday - Navajo circle weaving; Ramadan moon mobiles; Mancala game from Ethiopia for children
- Special Access -Watercolors; Dance Marathon; movie showing of "The Incredibles"
- Pride Fest crafts for children

6/16/18 Pride Parade

Library staff and members of the Book Cart Drill Team participated in the 2018 Pride Parade. We also had an information table at Pride Fest.

Bookmobile activities:

April:

- During National Bookmobile Week, an Iowa City Transit Bus partnered with the Bookmobile at regularly scheduled Lemme, Grant Wood, and Twain Elementary stops to promote the Summer Library Bus program.
- Continued regularly scheduled stops at Grant Wood Elementary, Breckenridge Estates, Parkview Mobile Home Community, Regency Mobile Home Community, and Mark Twain Elementary to serve children from diverse backgrounds.
- Continued monthly preschool stops, specifically Pheasant Ridge Neighborhood Center, Grant Wood Elementary, and Alexander Elementary to reach diverse children

May:

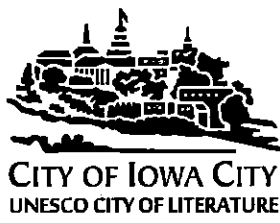
- The Bookmobile participated in the Twain Elementary Family Night to promote summer usage, the Summer Library Bus, and the Summer Reading Program. Continued to build connections with diverse children.
- Continued regularly scheduled stops at Grant Wood Elementary, Breckenridge Estates, Parkview Mobile Home Community, Regency Mobile Home Community, and Mark Twain Elementary, serving children from diverse backgrounds.
- Continued monthly preschool stops, specifically Pheasant Ridge Neighborhood Center, Grant Wood Elementary, and Alexander Elementary to reach diverse children

June:

- The summer schedule started, adding stops at Bickford Senior Living, Weber Elementary, Alexander Elementary, Wetherby Park, Frauenholtz-Miller Park, and Forest View Mobile Home Community.
- Continued regularly scheduled stops at Grant Wood Elementary, Breckenridge Estates, Parkview Mobile Home Community, Regency Mobile Home Community, and Mark Twain Elementary, serving children from diverse backgrounds.
- Stories in the Park programs began Monday (Willow Creek), Wednesday (Wetherby) and Friday (Mercer) morning.
- The Bookmobile attended Party in the Park programs at Pheasant Hill Park, Chadek Green Park, Wetherby Park, and Longfellow Nature Walk, meeting with diverse audiences at all stops.
- The Bookmobile participated in the Juneteenth activities on June 23 at Mercer Park

Pride display.





CITY OF IOWA CITY MEMORANDUM

Date: September 13, 2018

To: City Council

From: Wendy Ford, Economic Development Coordinator

Re: Diversity and Inclusion efforts of non-profit organizations funded by the City

At a City Council meeting in spring of 2018, Councilman Botchway requested a report on diversity and inclusion efforts by organizations that receive City funding. In May, staff requested a brief report from those having received \$20,000 or more per year. The organization reports follow and a few highlights are summarized in the memo below.

Diverse Programming

The reports reveal that these organizations cover a range of cultural arts with opportunities for community discussion of current social issues. This combination is designed to attract audiences of greater diversity.

For example, Riverside Theater presented *Black and Blue*, an in-depth look at the relationship between African Americans and law enforcement. They hosted several community 'talk backs' and took the play on the road to further the discussion. Similarly, Riverside presented *A View from the Bridge*, a play dealing with the issue of illegal immigrants. Again, they hosted talkbacks, facilitated a community discussion, and made tickets available to the Dream Center and other local groups working with undocumented residents of our communities.

The Englert Theater deliberately invests in programs that are known to be financially challenging to ensure that a wide range of perspectives are presented. While mainstream or popular acts are more likely to be financial successful, others ensure a wide range of programming appeals to as many diverse populations as possible. Along with presenting a diverse schedule of artists, the Englert also makes the theater available for others to bring programming to the community. One example is the *Writers of Color Reading Series* which is curated by student writers of color at the University of Iowa.

Summer of the Arts is working through a process of guiding the development of the relatively new Soul Fest by engaging Soul Fest committee members to devise programming that is relevant, appealing and engaging to people of color. Summer of the Arts is also going to be working with Iowa City PRIDE this fall to produce a theatrical event at the Englert. The hope is to continue this collaboration in a mutually beneficial partnership that benefits both organizations.

Film Scene has expanded a film series dedicated for Systems Unlimited patients and caregivers and is hoping to collaborate more with other organizations having established rapport with communities of color such as Flyover Fest, Witching Hour and Soul Fest.

Mission Creek's literary programming is guided by the principle that "innovative voices, emerging voices, voices across all genders and sexual identifications, voices of color, international voices, and voices from overlooked perspectives" are heard.

Presenting Low/No cost events

One way to improve inclusion is to present free programming. Because all of the organizations the City supports are non-profits, the economic challenges of presenting free programming are significant – and every single one does it.

Summer of the Arts events are free to the public and this goal is specified in the organization's mission statement. Summer of the Arts presents the 14 Friday Night Concerts, the 11 Saturday Night Free Movies, the three-day Iowa Arts Festival, the three-day Jazz Festival and the Soul Fest, *all*, at no cost to the public. It is important to note that while every concert and movie is free for everyone, budgeted entertainer fees and expenses alone will exceed \$140,000, and copyright fees for the free movie series will exceed \$5,000 in 2018.

Riverside Theatre changed its paradigm this year and is offering the entire Shakespeare in the Park Festival for free in Lower City Park. This rationale was strategic: the theater wants to interest more people in theater and attract more people to their festival in the park by building awareness and exposing community members who might not otherwise be able to attend the festival. By growing audiences all around, they hope to also gain new paying patrons at their Gilbert Street location during the rest of the year.

Welcoming Community

Community promotional organizations, such as ICAD (the Iowa City Area Development Group), ICDD (the Iowa City Downtown District) and the CVB (Convention and Visitors Bureau) excel at helping to make the community a welcoming place to visit and work. The videos created by ICAD and the CVB exemplify those efforts and can be viewed here:

<http://welcomeicarea.org> with its content translated into more than 100 languages and <https://www.youtube.com/watch?v=ef3rAkmZnYI> with its *Big Storm* music and energizing look into dozens of unique aspects of this community.

ICDD recently embarked on a program to attract women-owned businesses to set up shop downtown. The District currently has 59 women-owned and operated businesses, but as a percentage of total businesses downtown, this segment remains underrepresented at roughly 20%.

JingleCross, getting ready to host its third international championship event in Iowa City, has won world renown for its hospitality in hosting the UCI World Cup events. This is a tribute to the international welcome exuded by event producers, promoters and the community at large. The television exposure of this event outside of the United States exceeds that of the Super Bowl and puts Iowa City on the map in terms of the event and the welcoming aspects of the community.

People

A list of Board members for each organization is attached to this memo. Some Board seats may be required to be filled by members in certain business categories (e.g., hotel manager, business owner in 3,000+ SF retail space, elected official, owner of downtown building valued up to \$1 M or more, etc.), which narrows the field of potential candidates for those seats.

Two of the organizations said that they will be adding diversity statements to applications for board membership and employment, and others said they will focus on diversifying staff and volunteers in future hires and volunteer enlistments. Film Scene noted their entire staff recently underwent Bystander Training to help manage and create a more inclusive and safe environment for all.

Challenges

Reaching diverse populations is a challenge for most. The City of Literature states that it does not know how best to meet the needs of specific populations or what topics might appeal to them. The CVB notes that targeted communication is difficult and that some community events, such as the Soul Festival and the recent Russian Guitar Festival, have garnered poor attendance because of it. Better use of the myriad channels of communication with a message proclaiming the benefits and features of every event would be an improvement.

Keeping things free and affordable to all income levels in Iowa City is expensive, especially in a community where there are relatively few corporate sponsors. City ordinances have enabled the hotel/motel tax and the SSMID tax for funding streams to the CVB and ICDD, respectively. The other organizations must raise 100% of the funds they need for operations. They can do this through ticketed events and by selling sponsorships, which itself, requires significant time and expense depending on the amount of free programming offered.

The Boards of Directors for each of the organizations surveyed:

Englert Board

Vickie Sharp, Amy Hospodarsky, Jason Wagner, Monica Moen, Tim McDougall, Nancy Abram, JB Barnhouse, Carl Brown, Paul Burns, Wally Chappell, Maggie Conroy, Rob Decker, Mark Ginsberg, Nellie Hermanson, Timothy Hill, Brad Johnson, Nate Kaeding, Muneera Kapadia, Jim Kelly, Andy Martin, Scott McGill, Joseph Moreland, Elliott Sohn, Mike Tschantz, Ryan West.

EDC Inc. Board

William McCartan, Kathleen Kleiman, Travis Fell, Charles Rohde, Jon Dusek, Doug Kopp, Larry Helling, Bruce Lehrman, Terry Sullivan, Patrick Deignan, Kris Gulick, David Hensley, Jasmine Almoayed, Jim Haddad, Cindy Dietz, Mary Meisterling, Hunter Skogman, Brian Bergstrom, Scott Wilson,

Film Scene Board

Laura Bergus, Doug Ongie, Laura Seegmiller, Chris Ameling, Emma Barnum, Hannah Bonner, Karen Chappell, Corey Creekmur, Will Downing, Evan Evans, David Gould, Tommy Haines, Hans House, Adam Ingersoll, Nina Lohman, Jake Nelson, Tameka Norris, Kembrew McLeod, Ryan O'Leary, Andre Perry, Jamie Powers, Nick Westergaard

ICAD Board

Kim Becicka, Pauls Burns, Mike Carberry, Kim Casco, Patrice Carroll, Shari DeMaris, Michal Eynon-Lynch, Scott Fisher, Geoff Fruin, Tom Goedken, Mike Hahn, Kelly Hayworth, Ryan Heiar, Curt Heideman, David Hensley, Kenneth Kates, Chris Klitgaard, Kathryn Kunert, Marty Lenss, Hass Machlab, Trey Martin, Mike McCleary, Todd Means, Lon Moeller, Steve Murley, Cami Jo Rasmussen, Daniel Reed, Sabi Singh, Robin Therme, John Thomas, John Warren, Scott Wilson

Iowa City Coralville Convention and Visitors Bureau Board

Dale Arens, Chris Hoffman, Matt Traetow, Mark Ruggeberg, Ritu Jain, Dave Davis, Deb Dunkhase, Brian Flynn, Tom Gill, Peter Matthes, Mike Carberry, Josh Schamberger, Steve Smyka, Laura Soride, Jim Throgmorton

Iowa City Downtown District Board

Naftaly Stramer, Michelle Galvin, Kent Jehle, Susan Craig, Mark Ginsberg, George Etre, Wesley Ward, Bill Nusser, Anne Armitage, David Kieft, Jason Deppe, Katie Roche, Nick Lindsley, Crissy Canganelli, Joni Schrup, Ritu Jain, Mary Kate Pilcher Hayek, Wendy Ford, Kim Casco, Kate Moreland, Josh Schamberger, Aimee Jennings, Ben Nelson, Nancy Bird,

Iowa City UNESCO City of Literature

Alison Ames Galstad, Amanda West, Kurt Friese, Elizabeth Schott, Jim Conard, Ellen Buchanan, Rockne Cole, Susan Craig, John Culshaw, Hugh Ferrer, Jennie Garner, Kelly Hayworth, Eileen Johnson, Nick Kaeding, Ana Merino, Forrest Meyer, Ashley Monroe, Mark Nolte, Andre Perry, Rachel Yoder

Riverside Theatre Board of Directors

Jennifer Whitmore, Carolyn Russell Wallace, Mary Lu Callahan, Anna Barker, Lesanne Fliehler, Nancy Hauserman, Vin Hrasky, Amanda Lensing, Melissa Payne, Eric Olsen, Derek Willard, Nancy Williams

Summer of the Arts Board

Jason Weeks, Aimee Jennings, Abby Restko, Angie Brown, Lisa Baum, Loyce Arthur, Nick Benson, Nick Billups, Gloria Escarza, Matt Getz, Scott McGill, Teresa McLaughlin, Shanti Roundtree, Kim Schillig, Marty Skubal, Rod Sullivan, Simeon Talley, Wendy Ford, Nick Pieffer