

City of Iowa City

COMMITMENT TO ADDRESSING BLACK LIVES MATTER & SYSTEMIC RACISM

Resolution No. 20-159



CITY OF IOWA CITY
UNESCO CITY OF LITERATURE

Status Report
January 21, 2021



SUMMARY OF COMMITMENTS

The City of Iowa City is committed to embracing the Black Lives Matter Movement and addressing Systemic Racism. The City Council unanimously passed [Resolution No. 20-159](#) on Tuesday, June 16, 2020 which outlined seventeen initial actions. A copy of that signed resolution, along with other related resources, is available at www.icgov.org/BLM.

The seventeen actions have been identified in this initial commitment and are summarized below. **Click on an action to be taken to the status report page for that item:**

Policing & the Future of Public Safety

- Develop a preliminary plan to restructure Iowa City Police Department (ICPD) towards community policing.
- Receive a report of ICPD involvement in use of gas and flash-bang devices during a June 2020 Black Lives Matter protest in Iowa City.
- Increase accountability and oversight authority of CPRB, where legally possible.
- Improve transparency and accessibility of detailed ICPD budget expenditures.
- Review inventory of military grade equipment in ICPD, evaluate federal contracts with the ICPD and express support for divestment of the Johnson County Sheriff's Mine Resistant Ambush Protected (MRAP) vehicle.
- Enact ICPD General Order to expressly ban the use of chokeholds & any maneuver that cuts off oxygen or blood flow.
- Continue ICPD policy and practice to be consistent with IA H.F. 2647, ensuring police officers in Iowa have not committed serious misconduct.
- Investigate compliance and evaluate disciplinary action related to proper use of body cameras and vehicle recording devices.
- Ensure the duty to intervene and stop excessive force, in both ICPD General Order and an MOU with area law enforcement agencies.
- Prohibit use of tear gas, rubber bullets, and flash bangs against peaceful protestors.
- Adopt 2021 state legislative priorities related to criminal justice reform, enhanced authority of the Community Police Review Board (CPRB), and decriminalization of small amounts of marijuana.

Truth & Reconciliation

- Create an ad hoc Truth & Reconciliation Commission to carry out restorative justice.

Diversity, Equity & Inclusion

- Commit \$1,000,000 to local efforts promoting racial equity + social justice, including development of a new Affordable Housing Plan.
- Increase opportunities for artistic expression by communities of color.
- Establish Juneteenth as an official city holiday beginning in 2021.
- Increase diversity of City employees, expand equitable recruitment efforts, and elevate organizational equity training, policies, and procedures.
- Continue use of a racial equity toolkit use in all city departments, expand training to the City Council, and educate and train the local business community

PROGRESS SUMMARY

	Awaiting City Council action	Planning or action currently underway	Some or all actions accomplished
Policing & the Future of Public Safety			
Preliminary plan to restructure the police			✓
Report on gas/flash bang use on protestors		🔄	
CPRB Report on Recommended Changes			✓
Transparent and accessible ICPD budget details		🔄	✓
Military-grade equipment inventory review, MRAP Letter			✓
ICPD G.O.: Chokeholds and airway restricting maneuvers			✓
ICPD G.O.: Police misconduct related to IA H.F. 2647		🔄	
ICPD G.O.: Body camera + car recorder compliance			✓
ICPD G.O.: Duty to Intervene & stop excessive use of force			✓
ICPD G.O.: Tear gas, rubber bullets, flash bangs in protests		🔄	
2021 legislative priorities supporting racial/social justice			✓
Truth & Reconciliation			
Develop Truth & Reconciliation Commission			✓
Diversity, Equity & Inclusion			
\$1m. committed to SJRE efforts + Affordable Housing Plan		🔄	
Equitable recruitment, hiring, staff training		🔄	✓
Racial & Equity Toolkit expansion of use + education		🔄	✓
Increase art + celebrations of communities of color		🔄	✓
Establish Juneteenth as official City holiday			✓

*Note: Actions showing multiple icons have some council directives accomplished and others ongoing; details are provided on each action's page.



Action(s) completed



Action(s) in progress



Awaiting City Council action



ACTION 1: PRELIMINARY PLAN TO RESTRUCTURE ICPD TOWARDS COMMUNITY POLICING

Resolution

“By December 15, 2020, develop a preliminary plan to restructure the Iowa City Police Department (ICPD) towards community policing, including, but not limited to, reduction of the public’s reliance on police in non-violent situations through use of unarmed professionals, and consideration of community policing initiatives in other cities, including, but not limited to, Minneapolis, MN, Camden, NJ, Los Angeles, CA and San Francisco, CA.” (Res. 20-159, p. 1, #1)

Status Summary

The City Manager’s Office has initiated the translation of the Preliminary Plan recommendations into Spanish, French, and Arabic. Translated documents are expected within the next two weeks.

Staff will also work with Mayor Pro Tem Salih, Councilor Bergus, and Councilor Weiner to develop an outreach plan that involves contracting with individuals or organizations to solicit feedback on the plan independently and focus on BIPOC populations who often face barriers to providing input.

Residents can visit www.icgov.org/preliminaryplan to read the plan and a summary of recommendations and view the City Manager’s presentation of the preliminary plan. The community is encouraged to provide feedback on the preliminary plan by e-mailing PolicePlan@iowa-city.org or take a [survey on the recommendations](#).

Next Steps

Target Date	Milestone	Action Group(s)
Ongoing	Visit www.icgov.org/preliminaryplan to provide comments.	Public

Accomplishments

- Sept. 1, 2020: City Council approved the replacement of a vacant, full-time police officer position with a civilian Victim Support Specialist position. More information is available [here](#).
- Sept. 16 – Oct. 8, 2020: Six separate Listening Posts held on community policing with focus areas including homelessness, crisis intervention/mental health/substance abuse, victims of abuse, youth engagement, the special needs population, and UI students.
- Aug. 25 – Oct. 15, 2020: Comments welcomed through an online public input form.
- Oct. 15, 2020: Staff delivered a report to City Council which summarized the comments received via the listening posts and online form during the initial public input phase.
- Oct. 29, 2020: ICPD issued a special order to no longer initiate stops based on non-public safety secondary violations. Public safety data concerning this guideline will be reviewed after 60 days.
- Dec. 15, 2020: City Council adopted an [unbiased policing ordinance](#)
- Dec. 15, 2020: A [preliminary plan to accelerate community policing](#) was released.



ACTION 2: COMMIT \$1,000,000 TO LOCAL EFFORTS PROMOTING RACIAL EQUITY + SOCIAL JUSTICE

Resolution

“Allocate City funds in the amount of \$1,000,000 during Fiscal Year starting July 1, 2020 for efforts to promote racial equity and social justice, including expansion of the Special Populations Involvement (SPI) program, creation of a new robust affordable housing plan, including, but not limited to, housing in the downtown and core neighborhoods, support of the to be determined efforts of a Truth and Reconciliation Commission, and hold a Council work session on or before August 1, 2020 to address specific allocations.”
(Res. 20-159, p. 1, #2)

Status Summary

Allocation plans for these funds are pending further City Council discussion.

The process for developing a new Affordable Housing Action Plan is underway with an emphasis on engaging more voices in the community. Steering committee members have been selected and are in the process of scheduling their first meeting.

Next Steps

Target Date	Milestone	Action Group(s)
TBD	Hold City Council work session to address specific allocations	City Council

Accomplishments

- August 18, 2020: City Council agreed to contribute \$25,000 in funding to assist the Iowa City BIPOC and Immigrant-Owned Businesses impacted by the COVID-19 pandemic, in collaboration with ThinkIowaCity and Project Better Together’s [Holding Our Own program](#). This funding is separate from the \$1 million commitment. [View a list of funding recipients.](#)



ACTION 3: INCREASE DIVERSITY OF EMPLOYEES, EQUITABLE RECRUITMENT EFFORTS, AND ORGANIZATIONAL EQUITY TRAINING

Resolution

“Elevate the City’s commitment to racial equity and social justice, including expanding efforts to increase the number of minorities employed by the City including eliminating barriers to applications, increase resources devoted to those efforts as needed to better train all city employees and coordinate and report on the use of funds dedicated for racial equity and social justice.” (Res. 20-159, p. 2, #3)

Status Summary

Staff have implemented several improvements for more equitable hiring and recruitment and continue to actively explore additional opportunities, such as those [ideas outlined in the staff report](#).

In early December, Iowa City was one of 20 local governments across the nation to join in an [amicus curiae brief](#) in support of a lawsuit challenging President Trump’s Executive Order 13950, which attempts to ban the use of comprehensive diversity trainings by federal contractors.

Next Steps

Target Date	Milestone	Action Group(s)
Ongoing, Monthly	Staff Diversity, Equity and Inclusion (DEI) Committee meetings and efforts	Staff
Ongoing	Diversity and equity improvements to hiring and recruitment policy and practices.	All

Accomplishments

- July 29, 2020: Approximately 60 City and County staff participated in a virtual Cultural Proficiency pilot training.
- August 2020: New staff DEI Committee was formed, with a mission to discuss opportunities and plan for improving workplace culture related to diversity, equity, and inclusion. This committee will continue to meet monthly and seek progress in these areas.
- August 20, 2020: Staff completed a [report on Iowa City employee demographics, recruitment efforts, and staff diversity, equity, and inclusion trainings](#).
- October 2020: A new employment opportunities flyer (available in English, Spanish, French (Africa), Arabic, and Swahili) was created and distributed to approximately 300 community organizations and local contacts who reach diverse populations.
- Human Resources has been working with hiring to staff to implement changes since this report was published, including:
 - Requiring all interviews to include at least one question on diversity, equity, and inclusion.
 - More consistent data collection on how candidates learn about positions.
 - Providing hiring managers with current employee demographics at the beginning of the hiring process as well as post-hire recruitment analysis reports.
 - Providing candidates with interview prep time prior to the start of an interview.
 - Providing candidates with “Interview Tips for Success” when scheduling interviews.



ACTION 4: RECEIVE REPORT ON ICPD INVOLVEMENT IN USE OF GAS AND FLASH BANGS DURING JUNE 2020 BLM

Resolution

“By August 1, 2020, receive a report from the City Manager on the ICPD’s involvement in the use of gas and flash-bang devices during the protest in Iowa City on June 3, 2020.” (Res. 20-159, p. 2, #4)

Status Summary

[OIR Group](#) (based in Playa del Ray, CA) is currently conducting an independent investigation of the June 3, 2020 BLM protest incident that took place near the Interstate 80 interchange and Dubuque Street.

Next Steps

Target Date	Milestone	Action Group(s)
TBD	Deliver report from OIR Group to City Council	Third Party

Accomplishments

- September 1, 2020: Councilors approved a contract with [OIR Group](#) (based in Playa del Ray, CA) to conduct an independent investigation of the June 3, 2020 BLM protest incident that took place near the Interstate 80 interchange and Dubuque Street.
- September 3, 2020: Per City Council direction, the City released a [statement and video footage](#) related to the June 3, 2020 BLM protest incident.



ACTION 5: CREATE AD HOC TRUTH & RECONCILIATION COMMISSION TO CARRY OUT RESTORATIVE JUSTICE

Resolution

“By October 1, 2020, create an ad hoc Truth and Reconciliation Commission to bear witness to the truth of racial injustice in Iowa City and to carry out restorative justice, through the collection of testimony and public hearings, with such work to include a recommendation to the Council of a plan for dedicating and/or renaming public spaces and/or rights of way in honor of the Black Lives Matter movement.” (Res. 20-159, p. 2, #5)

Status Summary

Learn more about the Ad Hoc Truth and Reconciliation Commission and stay up-to-date on meeting schedules and agendas [here](#).

Next Steps

Target Date	Milestone	Action Group(s)
Every other Thursday, 7 p.m.	Regular TRC meetings will be held bi-weekly on Thursdays at 7 p.m. until further notice	TRC, Staff

Accomplishments

- July – September 2020: Continued collaborative efforts to collect ideas and input from members of the public, including councilor meetings and sustained communication with members of the Iowa Freedom Riders (IFR), input from other community groups, and individual input collected via e-mail, phone, and in-person at City Council meetings.
- July 21, 2020 – Public input opportunity at the regular, formal City Council meeting.
- August 18, 2020: Councilors Bergus and Weiner introduced a draft resolution.
- September 1, 2020: Councilors received public input and made plans to discuss further at the next City Council meeting.
- September 15, 2020: City Council adopted a [resolution](#) forming a Truth & Reconciliation Commission.
- November 17, 2020: City Council appointed nine board members to serve two-year terms on the TRC, including: : Amel Ali, Anthony Currin, Raneem Hamad, T’Shaliyn Harrington (vice chair), Eric Harris, Layana Navarre-Jackson, Royceann Porter (chair), Kevin John Rivera, and Mohamed Traore.
- December 21, 2020: First TRC meeting held.



ACTION 6: ADOPT STATE LEGISLATIVE PRIORITIES RELATED TO CRIMINAL JUSTICE REFORM, CPRB AUTHORITY & DECRIMINALIZATION OF SMALL AMOUNTS OF MARIJUANA

Resolution

“Make it a 2021 City Council legislative priority to advocate for and support our state delegation in enacting criminal justice reform, eliminating the war on drugs and making changes to state law that enable the City’s plan to restructure the police department, enhance the authority of the Community Police Review Board (CPRB) and reduce disproportionate minority contact, including support of state legislation decriminalizing small amounts of marijuana.” (Res. 20-159, p. 2, #6)

Status Summary

Staff will work with state legislators, advocacy groups, and the City’s contracted lobbyists to advance the City’s [2021 State legislative priorities](#), which include support for reform measures to reduce racial disparity in the criminal justice system and address systemic racism and support for crisis services.

Next Steps

Target Date	Milestone	Action Group(s)
2021 State of Iowa Legislative Session	Staff will work with state legislators, and City’s contracted lobbyists on these issues during the 2021 session.	Staff, state legislative delegation, contracted lobbyists

Accomplishments

- June 19, 2020: Participated in joint work session between the NAACP and local, state and federal law enforcement agencies.
- November 17, 2020: City Council adopted [2021 state legislative priorities](#), including support for [Policy changes recommended by the Governor’s FOCUS Committee on Criminal Justice Reform.](#)
- November 23, 2020: City Council held a special work session to discuss the adopted priorities with the legislators and contracted lobbyists.



ACTION 7: CONTINUE USE OF RACIAL EQUITY TOOLKIT USE AND EXPAND TRAINING TO CITY COUNCIL AND LOCAL BUSINESSES

Resolution

“Continue use of the racial equity toolkit by city departments and expand such training to the City Council, and work with our local business partners to educate and train the business community on use of a racial equity toolkit.” (Res. 20-159, p. 2, #7)

Status Summary

City staff will continue to expand knowledge and use of the toolkit and update City Council as appropriate. Additional training opportunities for local businesses and organizations will be held in February, covering topics including diversity, leadership, and effective listening and diversity, bias, and microaggressions. More information coming soon.

Several other trainings and education and engagement events are scheduled to be hosted or sponsored by the City of Iowa City in the coming months. For a list of upcoming events, please visit www.icgov.org/blm and check under the “Upcoming Education + Engagement Events” section.

To stay up-to-date on City events, follow @CityofIowaCity on [social media](#), and [sign-up for e-mail or SMS/text message notifications](#) (visit www.icgov.org/e-subscriptions, enter your preferred method of contact, and select “Equity and Human Rights” under “News and Events”).

Accomplishments

- July 22, 2020: Culturally Responsive Communication training delivered to 100+ members of the local business community.
- July 23, 2020: Staff presented a [memo](#) on the City’s use of the racial equity toolkit to Council.
- July 29, 2020: Approximately 60 City and County staff participated in a virtual Cultural Proficiency pilot training.
- August 2020: New staff DEI Committee was formed, with a mission to discuss opportunities and plan for improving workplace culture related to diversity, equity, and inclusion. This committee will continue to meet monthly and seek progress in these areas.
- August 26, 2020: Staff, in collaboration with the ACLU, conducted a Know Your Rights presentation with area youth through the Neighborhood Centers of Johnson County.
- September 9, 2020: Culturally Responsive Communication training delivered to area property managers and businesses. Approximately 45 individuals participated.
- October 13, 2020: The Office of Equity and Human Rights released an online fair housing training, available on-demand at www.icgov.org/FairHousingTraining.
- October 22, 2020: Culturally Responsive Communication training delivered to area property managers and businesses. Approximately 50 individuals participated.
- December 2, 2020: Implicit bias training was provided to City board & commission members (approximately 21 people attended).



ACTION 8: INCREASE ACCOUNTABILITY AND OVERSIGHT AUTHORITY OF CPRB, WHERE LEGALLY POSSIBLE

Resolution

“Request and receive, by January 1, 2021, a report and recommendation from the CPRB, in consultation with an attorney of its choice, regarding changes to the CPRB ordinance that enhance its ability to provide effective civilian oversight of the ICPD, including but not limited to those that address compelling the testimony of officers, with the report to include a summary of measures considered and rejected by the CPRB, whether it be for policy or legal reasons.” (Res. 20-159, p. 2, #8)

Status Summary

At their December 22 meeting, the Community Police Review Board approved a [report to City Council of proposed changes](#) to the Board. At their January 19, 2021 meeting, the City Council requested a legal analysis of the CPRB’s recommendations, including analysis of whether any of the recommendations would require changes to State law before being implemented locally.

Accomplishments

- September 2020: Complaints can be now be filed with the CPRB using a new, [online web form](#). The option to submit a [hard copy form](#) remains.
- September 21, 2020: Virtual Community Forum held by the CPRB to collect public input on the Board’s role and ICPD policies, practices, and procedures.
- October 9, 2020: An [informational report](#) summarizing the 27-year history of the CPRB ordinance and a history of complaints filed with the Board was included in the CPRB agenda packet.
- December 22, 2020: CPRB delivered a [report](#) to City Council on proposed changes to the Board.



ACTION 9: IMPROVE TRANSPARENCY + ACCESSIBILITY OF DETAILED ICPD BUDGET EXPENDITURES

Resolution

“Direct staff to provide a detailed expenditure summary of the police budget on the City’s website.” (Res. 20-159, p. 2, #9)

Status Summary

Staff will continue to increase transparency about the Police Department operations through revised web content.

The preliminary plan to accelerate community policing released on Dec. 15, 2020 includes more information about the Police Department’s operations and budget.

Accomplishments

- [View additional fiscal year 2021 police department budget information](#) (published June 2020).
- [View additional fiscal year 2015 – 2019 Calls for Service + Crime Information](#)



ACTION 10: REVIEW ICPD INVENTORY OF MILITARY-GRADE EQUIPMENT + SUPPORT COUNTY DIVESTMENT OF MRAP

Resolution

“Send the letter attached as Exhibit “A” to the Johnson County Sheriff supporting divestment of the MRAP (Mine Resistant Ambush Protected) vehicle and obtain a report from city staff on the military grade equipment in the ICPD’s inventory and the federal contracts that provide support to the police department.”
(Res. 20-159, p. 2, #10)

Accomplishments

- June 17, 2020: Mayor Teague submitted a letter to the Johnson County Sheriff supporting divestment of the MRAP vehicle. A copy of the letter can be viewed [here](#).
- August 20, 2020: City staff prepared a [memo outlining federal contracts](#) from 2017 to the present, that provide support to the Iowa City Police Department.
- Staff delivered a [memo on ICPD military grade equipment](#) to City Council on September 10, 2020.



ACTION 11: ADOPT ICPD GENERAL ORDER (G.O.) TO EXPRESSLY BAN CHOKEHOLDS & ANY MANEUVER THAT CUTS OFF OXYGEN OR BLOODFLOW

Resolution

“Direct the City Manager to expressly ban, in the ICPD’s general orders, any use of chokeholds or any other maneuver that cuts off oxygen or blood flow.” (Res. 20-159, p. 2, #11)

Accomplishments

- CPRB last reviewed the Iowa City Police Department’s General Order on Use of Force at their October 8, 2019 meeting. The board recommended changes and those were incorporated by the Iowa City Police Department. The General Order was re-issued by the Police Department on October 23, 2019.
- The Community Police Review Board approved an updated [Use of Force General Order](#) (G.O.) at their August 19, 2020 meeting. The G.O. was re-issued by the ICPD on August 20, 2020.



ACTION 12: CONTINUE ICPD POLICY + PRACTICES REFLECT IA H.F. 2647, ENSURING OFFICERS HAVE NOT COMMITTED SERIOUS MISCONDUCT

Resolution

“Direct the City Manager to ensure the ICPD’s policy and practices regarding employment of officers is consistent with the goals of recently enacted [Iowa House File 2647](#) to ensure that officers working in Iowa have not committed serious misconduct, as defined therein.” (Res. 20-159, p. 2, #12)

Status Summary

The Iowa City Police Department recruitment process already contains a robust background check process that includes a review of past employment history. Candidates with a history of serious misconduct are not considered for employment with the Iowa City Police Department. As the Iowa Law Enforcement Academy develops rules for the implementation of House File 2647, staff will adjust policies accordingly to ensure complete compliance with the new law.

Next Steps

Target Date	Milestone	Action Group(s)
<i>TBD – Dependent upon when the State of Iowa releases rules</i>	Update Human Resource policies as needed to ensure compliance with HF 2647	Staff

Accomplishments



ACTION 13: EVALUATE COMPLIANCE + DISCIPLINARY ACTION RELATED TO PROPER USE OF BODY CAMS AND CAR RECORDERS

Resolution

“Direct the City Manager to review the systems and reporting mechanisms in place at the ICPD for evaluating compliance with the ICPD’s Body Worn Cameras and In-Car Recorders general order, ensure that such systems result in consistent compliance with the general order, revise as necessary to achieve that goal, include real consequences for non-compliance, and report back to the Council upon completion of the review.” (Res. 20-159, p. 3, #13)

Accomplishments

- The Community Police Review Board reviewed and approved the General Order on Body Cameras and In-Car Recorders at their February 11, 2020 meeting.
- The Community Police Review Board reviewed and approved an updated General Order on Body Cameras and In-Car Recorders at their September 8, 2020 meeting.
- Staff delivered a [report on the revised General Order related to body worn cameras and in-car recorders](#), to City Council on September 10, 2020.
- Staff updated monthly Use of Force reports provided to the CPRB to indicate body camera and in-car recording compliance on all Use of Force incidents.



ACTION 14: ENSURE DUTY TO INTERVENE & STOP EXCESSIVE FORCE, BOTH IN ICPD AND MOU WITH AREA LAW ENFORCEMENT

Resolution

“Direct the City Manager to revise the ICPD’s general orders to require officers to intervene and stop excessive force used by other officers and report the incident directly to a supervisor, and enter into a memorandum of understanding with other law enforcement agencies regarding such intervention when the excessive force is being used by an officer of another agency such as that currently being discussed and circulated among area law enforcement attached as Exhibit “B”” (Res. 20-159, p. 3, #14)

Accomplishments

- June 19, 2020: ICPD staff participated in [joint work session](#) between the NAACP and local, state, and federal law enforcement agencies. At the joint work session, Iowa City joined five area law enforcement agencies in signing a [Duty to Intercede MOU](#).
- On July 14, 2020, the Community Police Review Board (CPRB) approved, with no changes, the new Duty to Intervene and Report General Order provided by staff. An executed copy of that General Order can be viewed [online](#) and has been issued to ICPD staff/officers.





ACTION 15: INCREASE OPPORTUNITIES FOR ARTISTIC EXPRESSION BY COMMUNITIES OF COLOR

Resolution

“Request and receive a report and recommendation from the City’s Public Art Advisory Committee, after input from and consultation with local Black artists, on measures Council should consider to provide opportunities for artistic expression by the Black Lives Matter movement and communities of color, including but not limited to visual arts as well as a public festival dedicated to the celebration of Black culture.” (Res. 20-159, p. 3, #15)

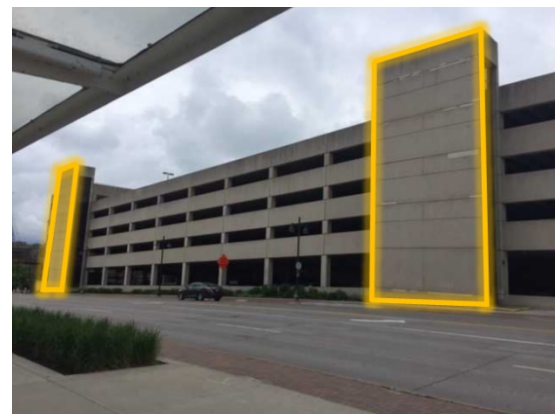
Status Summary

The Public Art Advisory Committee continues to collaborate with Public Space One and the Center for Afrofuturist Studies on a comprehensive public art and public engagement project.

At their January 13 meeting, the Parks & Recreation Commission agreed to move forward with a recommendation to City Council for renaming Creekside Park in honor of James Alan McPherson, an influential leader in the Iowa Writer’s Workshop and the first African-American to win the Pulitzer Prize for Fiction.

The City again helped sponsor the 2021 MLK Celebration of Human Rights. With City funds, Rodney’s Jamaican Jerk Chicken served 205 people who participated in the day of celebration and the Iowa City Public Library hosted “We the People: Protest and Peace” in partnership with other community groups.

The Truth & Reconciliation Commission will also prepare recommendations for City Council related to public art and/or public festivals dedicated to the celebration of Black culture.



The mural is proposed to be located on the stair towers of the Capitol Street Parking Ramp along Burlington Street.

Next Steps

Target Date	Milestone	Action Group(s)
TBD	City Council to consider a recommendation to rename Creekside Park after James Alan McPherson.	City Council, Parks and Recreation Commission
TBD	Capitol Street Parking Ramp public art project, to include community involvement	PAAC, public, Public Space One, Center for Afrofuturist Studies

Accomplishments

- August 18, 2020: City Council approved a [resolution](#) to proceed with a project in partnership with the Center for Afrofuturist Studies.
- December 3, 2020: The Public Art Advisory Committee received a public art project concept and approved a motion to move forward with the project with additional public input.



ACTION 16: PROHIBIT THE USE OF TEAR GAS, RUBBER BULLETS, AND FLASHBANGS AGAINST PEACEFUL PROTESTORS

Resolution _____

“Prohibit the use of tear gas, rubber bullets, and flashbangs against peaceful protestors.” (Res. 20-159, p. 3, #16)

Status Summary _____

Immediate direction has been provided to the Iowa City Police Department. Any policy update on this item is on hold until the completion of the investigation in [action item #4](#) of this resolution. Staff will use the report of the June 3, 2020 events and City Council’s related discussion of these reports, to inform their review of all policies and ensure any relevant updates to policies are completed.

Next Steps _____

Target Date	Milestone	Action Group(s)
TBD	Receive and discuss report on June 3, 2020 protest response	City Council

Accomplishments _____



ACTION 17: ESTABLISH JUNETEENTH AS AN OFFICIAL CITY HOLIDAY BEGINNING IN 2021

Resolution

“Beginning in calendar year 2021, Juneteenth, June 19, shall be a city holiday and shall replace an existing city holiday.” (Res. 20-159, p. 3, #17)

Accomplishments

Holidays are negotiated in the collective bargaining agreements with the City’s labor unions. The City reached an agreement with the Police, Fire, and AFSCME unions to officially replace President’s Day (or Washington’s Birthday) with the Juneteenth holiday. The City will also make the change for supervisory and other non-bargaining unit staff.

The City will observe Juneteenth on June 19th annually as a City holiday. If June 19th falls on a weekend, the City will observe it on the Friday preceding or the Monday following the June 19th date. The first official recognition of Juneteenth as a formal City holiday will be Friday, June 18, 2021.