

Report on Iowa City Employee Demographics, Recruitment Efforts, and Staff Diversity Training

August 20, 2020

Introduction

On June 16, 2020, the City Council approved Resolution 20-159, Commitment to Addressing the Black Lives Matter Movement and Systemic Racism. One of the 17-points of action in the Resolution says, “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.” The regularly updated status report for the Resolution states that the City will, “Publish report on city employee demographics, hiring processes and racial justice training” by August 20, 2020.

The following report provides information on employee demographics, recruitment efforts, and staff diversity training. To provide context for each of these, staff reviewed all efforts taken in the last decade, and focused more specifically upon efforts made within the last several years, since 2016.

Contents

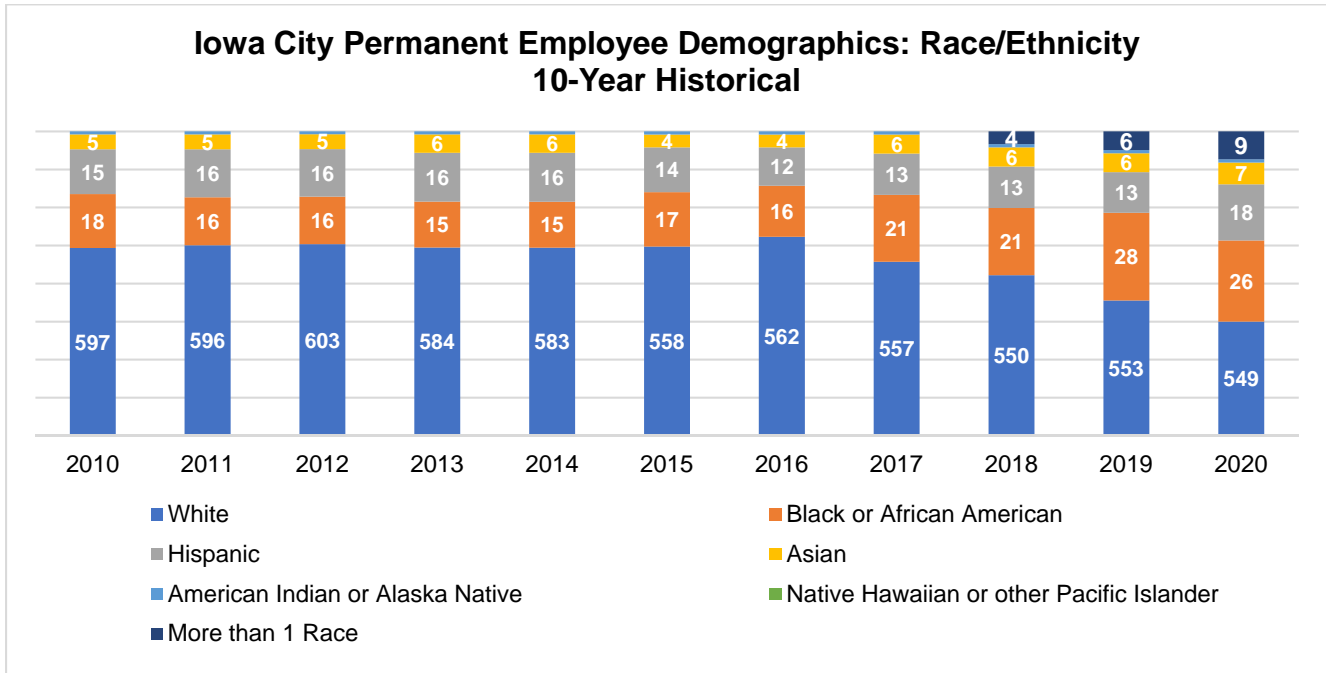
Employee Demographics Overview	2
Equitable Hiring and Recruitment – Active Initiatives	4
Equitable Hiring & Recruitment – Potential Future Initiatives	7
Staff Diversity, Equity and Inclusion Training	8
Appendix - Recruitment Posting Distribution List.....	22

Employee Demographics Overview

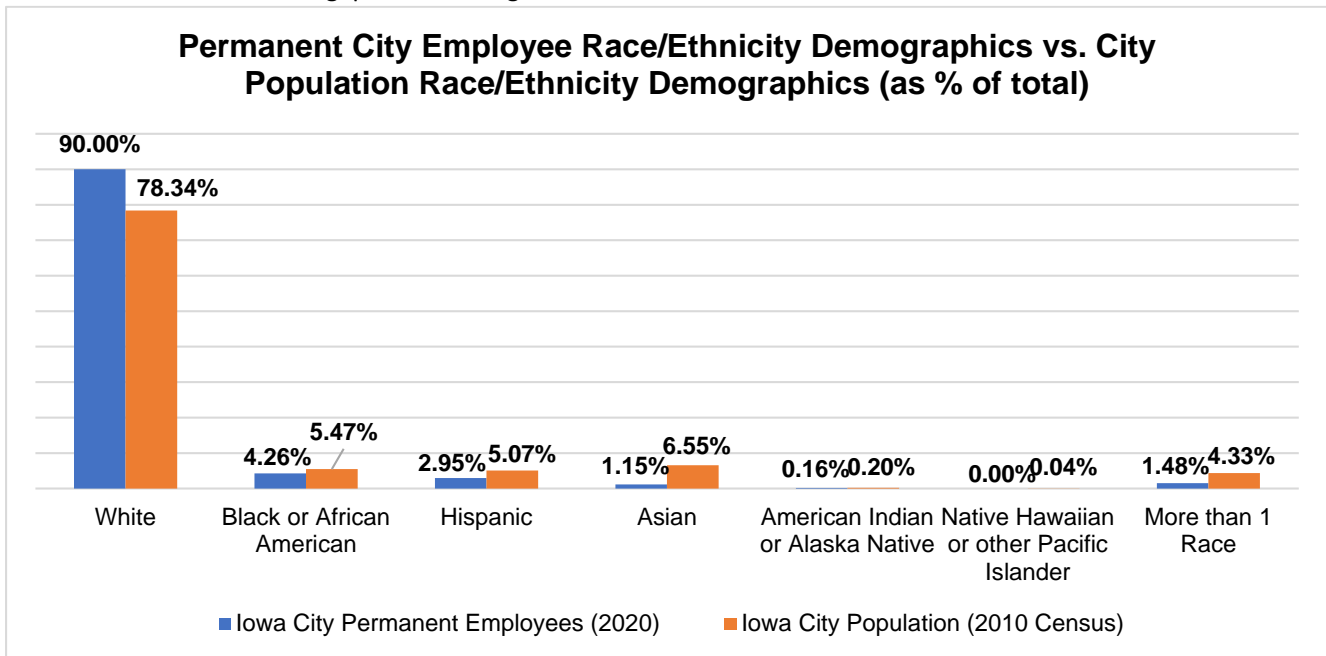
The City of Iowa City has worked towards achieving a more diverse and racially representative workforce. Although diversity goals are ongoing, employee demographic trends show some progress has been made.

Permanent Employees Race/Ethnicity Data

Over the past 10 years, the ratio of white to non-white permanent employees has improved from 15:1 in 2010 to 9:1 in 2020. While the overall number of permanent city employees decreased by 4% during this time period, permanent white employees decreased by 8.4% (n: 48) and permanent non-white employees increased by 56.4% (n: 22).

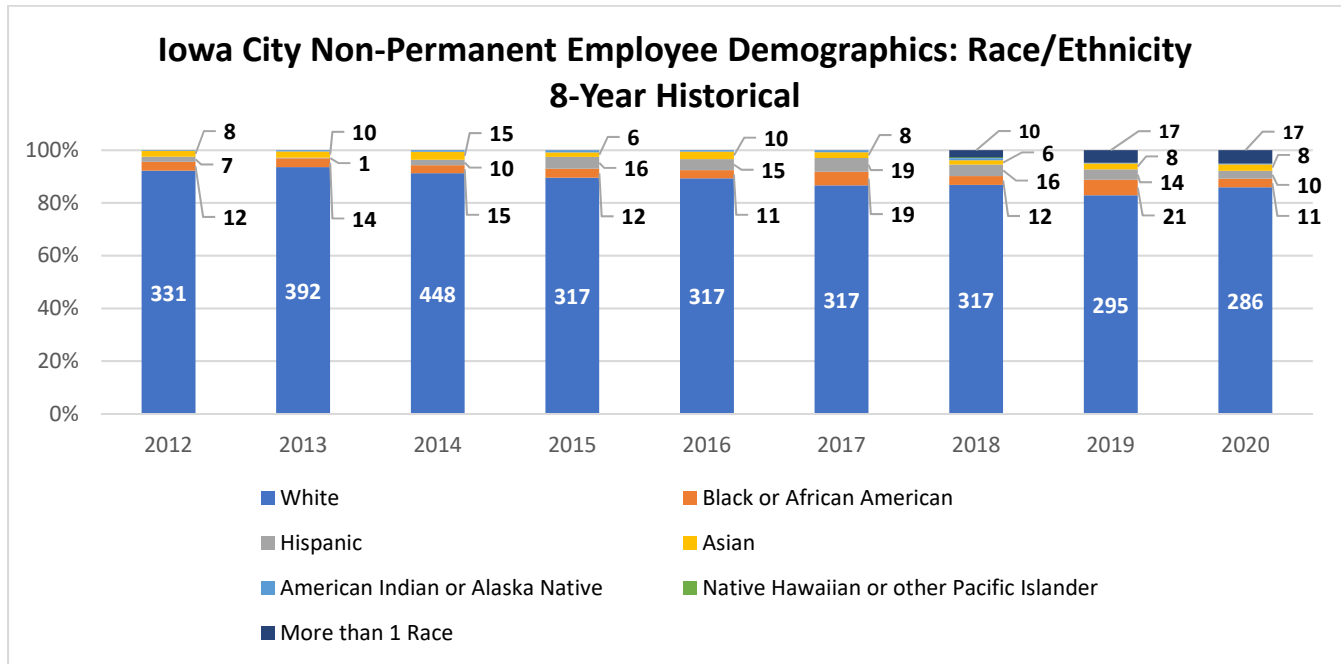


Compared to the 2010 U.S. Census: While white people account for just 78.34% of Iowa City’s total population, they currently account for 90% of all permanent city employees. This means the City must bridge an 11.6% percent gap in the racial representation of permanent employees to reflect the demographics of the city’s population as a whole. U.S. Census American Community Survey annual data has been showing increases in non-white populations since the 2010 Census, therefore this gap could be larger after 2020 Census data is released.

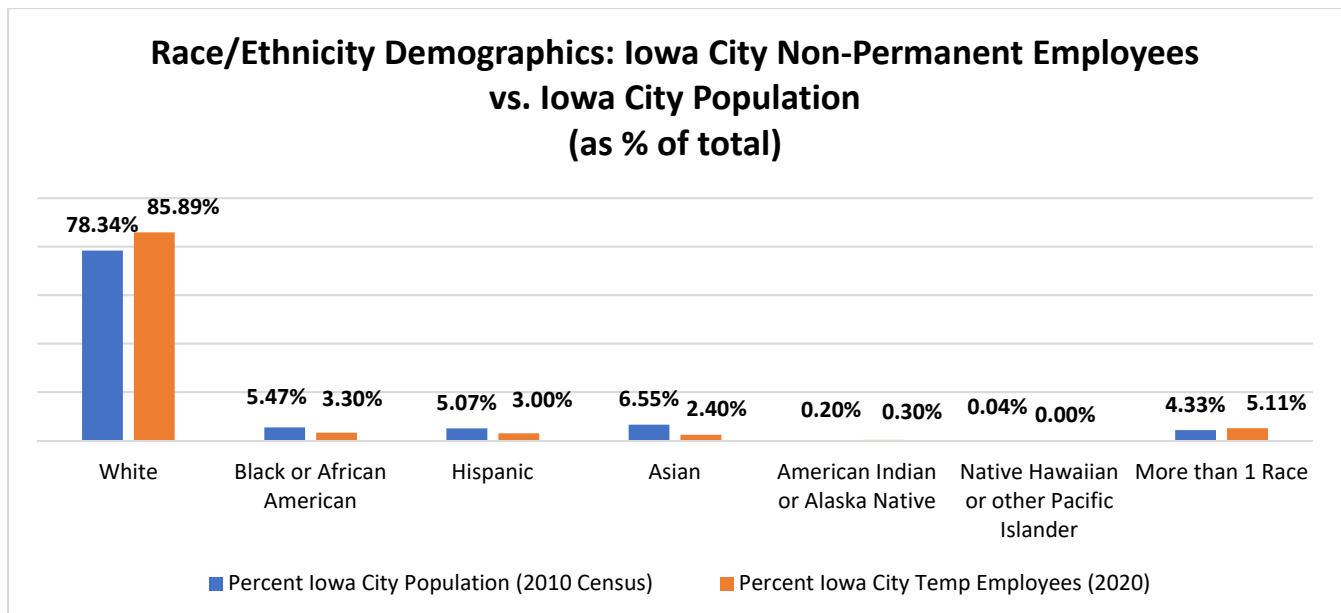


Non-Permanent Employees Race/Ethnicity Data

Along with tracking the data volunteered from permanent staff about what race or ethnicity they self-identify, the City also collects this data for non-permanent (hourly) employees. The racial and ethnic diversity of non-permanent employees has fluctuated slightly over the last eight years of available data (2012-2020). Overall, the ratio of white non-permanent employees has improved from approximately 11:1 in 2012 to a ratio of 6:1 in 2020, even as the total number of non-permanent employees decreased by 7.3% (n: 26). In 2018, the option to identify as More than 1 Race was added and the largest increase in non-permanent employees hired is most recently shown in the number of employees identifying as More than 1 Race (n: 17).



White individuals make up 85.89% (n: 286) of all non-permanent employees, which outpaces the Iowa City population's demographic makeup (2010) by approximately 7.5%. Persons identifying as More than 1 Race is most representative of the city's population as a whole, with hires representing 5.1% of City non-permanent employees compared to 4.3% of Iowa City's population. Based on annual Census Bureau information, it is likely that the City's population has grown more diverse since the 2010 Census.



Equitable Hiring and Recruitment – Active Initiatives

The character of an organization's culture begins with who is hired and retained as part of its workforce. These factors have emphasized the need to carefully implement updated policies and procedures and adopt best practices for hiring and recruitment. Human Resources staff have continued to both adapt to these standards and introduce equitable hiring practices beyond minimum requirements. Although procedural changes may not be immediately noticeable, organizational adjustments can help increase opportunities for a wider population to seek employment with the City. For example, movement of "minimum" to "preferred" education and skills opens the applicant pool to more candidates. Actions such as ensuring onsite access to technology and technical assistance for job applicants, rewriting job descriptions and application materials, and expanding the length of time to apply and diversifying place of posted locations, can lead to greater awareness, access, and comfort for all people with interest in applying for a City job.

The City is committed to removing barriers for employment at all stages of the process, including recruiting, applying for a job, and interviewing/hiring. Some of the efforts taken to accomplish this are highlighted below (year implemented in parentheses):

Recruitment + Job Postings

- Created video on understanding the hiring and recruitment process. Posted to Human Resources website. (2015)
- Created informational brochures on understanding the hiring and application process which included tips for success (2015)
- City-wide review of minimum position requirements which resulted in elimination of high school diploma requirement or levels of higher education for some positions (2016)
- Added "Conducts self in a manner which promotes and supports diversity and inclusivity in the workplace and community" as an essential duty and responsibility in all City job descriptions. (2016)
- Internal posting process improvements (result of a 2017 Human Resources Equity Toolkit analysis):
 - Found that employee populations with most diversity were less likely to learn about internal job vacancies
 - Increased internal posting period from 5 days to 10 days for both internal and external vacancies
 - Created informational materials for all existing and new hourly employees explaining the internal posting process, instructions on creating employee self-service accounts and how to access internal job postings along with the online application
- Local promotion of employment opportunities (results of a 2017 Human Resources Equity Toolkit analysis):
 - Feedback received identified state and local organizations recommended for distribution of City employment information that had not been contacted through past outreach efforts.
 - Created outreach materials identifying various ways to access information on City employment opportunities in multiple languages for distribution to community organizations serving persons from racially diverse populations.
 - Added local organizations identified through feedback process to recruitment information distribution list. (Current distribution list attached as Appendix).
- For police recruitment, created informational brochure outlining testing/hiring process, answering frequently asked questions and including tips for success posted to City website and made available from Human Resources. Candidate information packet included information on Iowa City Public Library offer of assistance to candidates on accessing online resources that may help sharpen basic reading, writing, and math skills. *Discontinued in later recruitments due to lack of interest.* (2016)

- Redesign of Human Resources webpage on City website to ease navigation and simplify presentation of information (2017)
- Redesign and simplification of job posting documents (2018)
- Complete redesign of Police recruitment web page and candidate information packet to more user-friendly format (2018)
- Developed an Iowa City Police Department recruitment video (2018)

Applying for a Job

The following summarizes some of the actions the City has taken to remove barriers for individuals interested in applying for employment with the City. This list may not be exhaustive:

- Created a dedicated recruitment webpage for police officer application and testing information (2008)
- For police testing, replaced International Public Management Association (IPMA) written exam with National Police Officer Selection Test (POST). Candidates with a current passing POST score on file with testing company are eligible to proceed to fitness testing without having to retake an exam (2009)
- For police testing, discontinued practice of limiting pool of candidates eligible to proceed from POST to fitness testing to 75 top scores (2009)
- For police testing, administered POST, physical fitness test, and MMPI (psychological exam) on the same day, eliminating second day of required testing (2009)
- Transitioned to online employment application for Firefighter recruitment (2010)
- For police applicants, replaced paper application form with online employment application (2012)
- For police recruitment, administration of Minnesota Multiphasic Personality Inventory (MMPI) (psychological exam) completed in conjunction with post-offer physical exam. This shortened the test day and eliminated unnecessary testing of candidates not offered employment. (2012)
- Firefighter recruitment candidates were allowed to submit documentation of passing Candidate Physical Ability Test (CPAT) score from another CPAT-licensed agency in lieu of taking CPAT (2014)
- Implementation of Munis online employment application (2014)
 - Eliminated questions related to criminal backgrounds (Banned the box)
 - Modified Equal Employment Opportunity (EEO) survey language to express importance of a diverse workforce to the City and to explain how the information is used
 - Fewer detailed legal and policy statements to make more user friendly
 - Eliminated questions related to prior Civil Service Commission appeals or civil lawsuits, and prior employment disciplinary history
 - Reorganized order of application content to emphasize experience before education
 - Workstation provided in Human Resources for applicant use and assistance
- For police recruitment, driving record review delayed until pre-offer background investigation rather than utilized as an applicant pre-screening tool (2014)
- For police recruitment, accepted documentation of successful completion of Iowa Law Enforcement Academy (ILEA) pre-employment physical test with another Iowa law enforcement agency to satisfy Iowa City's physical fitness test requirement (2014)
- For police, POST study guides made available for onsite use in City's Human Resources office and added information to candidate information materials on how to purchase POST study guides or online practice exams (2016)
- For police recruitment, added an alternate test date/re-test opportunity for candidates unable to attend or not passing either or both tests on the first test day (2018)
- Modifications to Firefighter civil service testing process (2019):
 - Redesign of candidate information packet
 - Redesign of dedicated recruitment webpage

- Created Iowa City Fire Department recruitment video
- Administered written exam from IPMA that included a non-cognitive component designed to provide a more complete assessment while also lowering adverse impact
- Eliminated limit on number of candidates passing written exam being advanced to CPAT
- Excused candidates passing CPAT at practice session from retaking on test date
- Driving record review delayed until consideration of employment offer from certified hiring list

Interviewing + Hiring

- Implemented administrative regulation on Criminal Background checks in hiring which established responsibilities, criteria, and procedures for identifying which City positions require a criminal background check, the business-related reasons for it, and process for conducting and reviewing required background checks. The policy also prohibits social media and online review of candidates by department supervisors. (2013, revised 2014)
- Redaction of applicant names from employment applications (new idea – part of the 2017 Human Resources Equity Toolkit Analysis):
 - Research supported the potential positive impact on the selection of candidates from racially diverse populations when racially identifying information, in this case name, is excluded from the review of candidate qualifications.
 - There is no viable software solution available through the City’s HRIS software to realistically implement this practice.
- Implemented administrative regulation establishing requirements for conducting employment interviews (2017):
 - All panelists are required to review and sign acceptance of organization policy standards and requirements for City interviews
 - Interview questions must be reviewed by Human Resources in advance
 - Must use interview teams for all permanent positions to provide a more thorough and well-rounded evaluation of candidates
 - Interview teams must include at least one member from outside the department
- For police, interview process guidelines created with review required for all interview panelists (2018)
- Human Resources Administrator met with police recruitment interview team upon conclusion of interview process to review veteran and diversity preference requirements in the ranking of the certified list (2018)
- Human Resources Administrator met with fire recruitment interview team upon conclusion of interview process to review veteran and diversity preference requirements in the ranking of the certified list (2019)

Equitable Recruitment and Hiring – Potential Future Initiatives

The list that follows includes a variety of revisions or additions to how the City promotes job postings, processes and considers applications, and makes hiring decisions. Staff is already moving forward on several of these initiatives and will consider these opportunities for change as soon as feasible.

Recruitment + Job Postings

- Seek elimination of internal posting requirements to allow external applications for all future vacancies
- Conduct another organization-wide review of position requirements
- Reevaluate positions organization-wide to determine which sensitive position designations require a criminal background check
- Seek community stakeholder feedback to better understand perception of government work, concerns, or experiences, and identify untapped resources for outreach regarding City employment opportunities
- Enhance City-created content about departments and city jobs to help introduce the public to potential jobs at the City, explain types of helpful training, experience, or interests, and, what resources can assist with developing necessary skills
- Explore mechanisms for introducing underrepresented populations to positive, engaging, and substantive experiences with City operations and staff, with the purpose of fostering a recruitment pool of candidates
- Augment community partnerships with organizations, education institutions, and workforce development groups that supports awareness, engagement, and development of skills necessary to seek employment in public service

Applying for a Job

- Create staff development opportunities for employees interested in obtaining a commercial driver's license or meeting other position requirements to increase potential advancement opportunities
- Create a general employment application in Munis Self Services to enable individuals interested in City employment to complete an application in the system for use in future openings. Offer staff assistance opportunities with this process.
- Better communicate how criminal background results are evaluated with regard to their relevance to the position being filled
- Use City media platforms for sharing interview tips to aid preparation for interviews and set expectations for working with the City of Iowa City
- Explore community programming that assists job seekers with application and interview preparation

Interviewing + Hiring

- Seek elimination of seniority requirements in hiring to allow external applications for all future vacancies
- Outsource Police Officer candidate background investigations to remove any potential for internal or systemic bias in that process
- Add public/external stakeholder representation requirement to interview teams for Police, Fire, and other key positions
- Add criteria to interview team make-up requirements to ensure broad representation in the review and evaluation of candidates
- Develop standard interview questions that demonstrate City values of diversity, equity, and inclusion
- Share questions with the selected candidates and provide them time shortly before their interview to allow each candidate an equal amount of time to prepare
- Establish flexibility in format of conducted interviews, allowing video, phone, and in-person options

Staff Diversity, Equity and Inclusion Training

The City of Iowa City attempts to expose employees to equity related educational and skill-building opportunities throughout the course of daily work. This is accomplished through efforts such as the use of a Racial Equity Toolkit and the development of the new internal Diversity, Equity, and Inclusion (DEI) Committee. However, in addition to these activities, employees are expected and encouraged to improve their understanding of social justice and racial equity issues through formal training opportunities as well.

For this report, departments were asked to report any DEI trainings attended over the last several years by their staff as part of their employment with Iowa City in order to inform their work and program choices. The results are listed below, categorized by department and labeled by the year offered. However, since reporting was voluntary, this list may not be exhaustive and there are likely additional trainings which were not reported by the time this list was compiled.

Observably, there has been significant emphasis on bias, LGBTQ, serving diverse populations, inclusion, and providing service for and managing trauma or crises. Some standalone trainings, as well as the City's membership with the Government Association for Racial Equity (GARE), have shared historical background on race issues and how this history shapes policy. Courses attended also covered impediments to affordable housing and neighborhood and individual health, interactions within the criminal justice system, and discrimination and access of persons with disabilities.

While it is impossible to capture the level of detail needed to explain each training in this report, the purpose of the list below is to demonstrate the breadth of DEI topics in which employees from all corners of the organization are regularly engaging. The listed trainings range from hour-long to multi-day events, were attended through a variety of different methods to accommodate differing work schedules and responsibilities and does not include informal or personal DEI education or engagement efforts. Often, employees will attend professional conferences and may choose to attend individual seminars or workshops. If individuals have selected conference seminars on DEI at these events, they are likely not specified in the training lists submitted by Departments.

All Staff Training

Below is a summary of all Diversity, Equity, and Inclusion Training opportunities offered to all City employees, organized by year. Available trainings are generally communicated to City staff by Human Resources or the Office of Equity and Human Rights and leadership encourages employees to attend. Some of the City offerings are repeated in the division trainings listed and participation in City-wide training offerings is not limited to the information reported by individual divisions. Trainings scheduled by individual departments often invite and see attendance from City employees across the organization. Please note, several trainings are marked as mandatory for all staff or all supervisors.

- 2014: Diversity and Inclusion Training (Helen Park Jameson)
 Tackling the Issues of the ADA Amendments Act (NPELRA supervisor webinar)
 Public Accommodation Training
- 2015: Diversity and Cultural Competency in the Workplace (Leonarda Decker, Synchrony)
 Diversity, Privilege and Unconscious Bias in our Work and Lives (Dr. Eddie Moore Jr. and Diane Finnerty), *mandatory for all permanent staff*
 Advancing Racial Equity: The Opportunity for Government (GARE)
- 2016: Employment Barriers Faced by People of Color Workshop (Maria Flores, EEOC)

- ADA and Mental Health Issues: How Public Employers Can Successfully Navigate the Interactive Process (NPELRA supervisor webinar)
- ADA/ADA-AA: A Primer on the Disability Interactive Process (NPELRA supervisor webinar)
- Changing Landscape for LGTB Rights in the Public Sector Workplace (NPELRA supervisor webinar)
- 2017: Diversity Made Simple (Propositions online training), *mandatory for all permanent staff*
- GARE conference
- LGBTQ Safe Zone Training
- ADA Training
- City staff book club and discussion: *Evicted* by Matthew Desmond
- 2018: ADA Made Simple (Propositions online training), *mandatory for all supervisors*
- City staff book club and discussion: *The Boys in the Bunkhouse: Servitude and Salvation in the Heartland* by Dan Barry
- City staff book club and discussion: *The Hate U Give* by Angie Thomas
- 2019: Tips for Listening to What Employees are Telling You: ADA Accommodations
- Advancing Racial Equity: The Opportunity for Government (GARE)
- Inclusive Outreach and Public Engagement (GARE)
- The Role of Implicit Bias in Labor and Employee Relations (NPELRA supervisor webinar)
- City staff book club and discussion: *Heartland, A Memoir of Working Hard and Being Broke in the Richest Country on Earth* by Sarah Smarsh
- City staff book club and discussion: *Dear America, Notes of an Undocumented Citizen* by Jose Antonio Vargas
- 2020: As Simple As Respect: Diversity, Respect, and Inclusion in the Workplace (Neogov online training) *mandatory for all permanent staff*
- Diversity, Respect, and Legal Compliance – the Takeaway for Managers (Neogov online training) *mandatory for all supervisors*
- City staff book club and discussion: *Tomorrow Will be Different; Love, Loss, and the Fight for Trans Equality* by Sarah McBride
- Introduction to Cultural Proficiency - Dr. Laura Gray
- Ongoing: The City continues to offer new training and development opportunities and has a few upcoming activities planned in the near future:
- Race in the Heartland Conference (upcoming – October 2020)*
- 21 Day Equity Challenge - Dr. Eddie Moore (upcoming – October 2020)*

City Attorney's Office

- 2015: Civil Rights Symposium (Iowa Civil Rights Commission)
- Sec. 1983 Civil Rights Litigation Conference (Chicago Kent College of Law)

- 2016: Racial Disparities in the Criminal Justice System (ACLU)
Diverse Discrimination Program (Iowa City Human Rights Commission)
Civil Rights Symposium (Iowa Civil Rights Commission)
Racial Disparities in the Criminal Justice System
- 2017: Disability, Dogs, and Doors (Iowa Civil Rights Commission)
34th Annual Civil Rights Litigation Conference (Chicago Kent College of Law)
IMLA 82nd Annual Conference (International Municipal Lawyers Association)
Jury Charges for False Arrest and Excessive Force Claims
Litigating an Excessive Force Case in Today's Political Environment
- 2018: IMLA 83rd Annual Conference (International Municipal Lawyers Association)
First Amendment – More Protests, More Problems
The True Ferguson Effect
35th Annual Civil Rights Litigation Conference (Chicago Kent College of Law)
- 2019: Civil Rights Panel Webinar (Drake University Law School)
IMLA 84th Annual Conference (International Municipal Lawyers Association)
First Amendment Audits – How Officers Can Spot and Handle Them

City Clerk's Office

- 2016: Board and Commission Diversity Training
- 2019: LGBTQ Workplace Culture Summit (One Iowa)
- 2020: LGBTQ 101 (Johnson County)
LBGTQ 201 (Johnson County)

City Manager's Office

- 2017: NCBI: Leadership for Equity and Inclusion Workshop
LGBTQ Safe Zone Training
- 2018: Crisis Intervention Training, ICPD - Officer McKnight
- 2019: Advancing Racial Equity: The Opportunity for Government (GARE)
Inclusive Outreach and Public Engagement (GARE)
Expanding Your Knowledge of Gender & Sexuality for Local Gov Workplaces (ELGL)
Homecoming Summit (Inside Out Reentry)
LGBTQ Workplace Culture Summit (One Iowa)
- 2020: ADA Basic Building Blocks Course (ADA National Network)
The 30th Anniversary of the ADA: A review of the Most Important ADA Cases (ADA National Network)
The ADA Interactive Process: The Key to Compliance (ADA National Network)

Beyond Codes and Regulations: What’s Working in Accessible Design? (ADA National Network)
 2010 ADA Standards for Accessible Design (2-part webinar) (ADA National Network)
 The ADA, Addiction, Recovery and Employment (ADA National Network)
 Law Enforcement Leaders Collaboration Summit (4-hour webinar, University of Pretrial) –
 “Policing the Police: Police Training, Discipline, Unions, and Misconduct” (2 hours), “Community
 Oriented Public Safety Strategies & Calls for Police Defunding” (2 hours)
 Cultural Proficiency Training (Laura Gray)
 Building and Maintaining an Equity Mindset in Local Government (Webinar - ICMA)
 Race and Responsibility in the 21st Century – What We Can Learn from South Africa (Webinar –
 Global Minnesota)

Climate Action and Outreach Division

2015: Advancing Racial Equity: The Opportunity for Government (GARE)
 2017: City staff book club and discussion: *Evicted* by Matthew Desmond
 2018: City staff book club and discussion: *The Hate U Give* by Angie Thomas
 2019: Inclusive Outreach and Public Engagement (GARE)
 Hosted Urban Sustainability Directors Network (USDN) Equity summer Fellow

Communications Division

The following is a list of trainings attended by one or more employees of the Communications Division:

2015: Staff Diversity Training
 Workplace Revolution Diversity Focus
 Diversity Training with Eddie Moore
 GARE training – 2 Parts
 2016: Changing Landscape for LGBTQ Rights in Public Sector
 2017: NCBI: Leadership for Equity and Inclusion Workshop
 GARE Training
 LGBTQ Safe Zone Training
 2018: Diversity Made Simple
 Creating Welcoming Environments – One Iowa
 2019: GARE Training
 Local Government Services Interactions & Impacts on Well Being
 LGBTQ Workplace Culture Summit – One Iowa
 Advancing Racial Equity: The Opportunity for Government (GARE)
 Inclusive Outreach & Public Engagement

2020: LGBTQ 101 Awareness Training
Overcoming Unconscious Bias and Creating Fearless Organization

Equity and Human Rights

2015: Consequences of Disparate Impact for Multifamily Housing
Resolving Racial Disparities in Johnson County forum
Teaching and Learning Iowa History: Iowans and the Civil Rights Movement
Using Boards and Commission Appointments to Advance Racial Equity
Affordable/ Accessible Housing Forum: Creating & Retaining Affordability in Johnson County
Iowa City Association of Realtors and Johnson County Affordable Homes Coalition Fair and Affordable Housing Summit
Affirmatively Furthering Fair Housing
Implicit Bias: Know it When You See it, and Learn How to Avoid it

2016: Leveraging the Workforce Innovation and Opportunity Act & Engaging Workforce Investment Boards
Employment Barriers Faced by People of Color
Review of the 'Elements of Effective Practice' for Mentoring Boys and Men of Color
Conversations on Diversity
Joint Office of Special Counsel-Equal Employment Opportunity Commission Training on Employment Discrimination & Immigrant Worker Rights
Nebraska Commission on Human Rights Civil Rights Conference
Symposium on Criminal Justice Reform in Iowa
The Impact of Racial Injustice on Youth
Every Lawyer Needs to Know About Transgender Persons
The Continuation of Conversations on Diversity
ADA-ADAAA Interactive Process
Changing Landscape for LGBT Rights in the Public Sector Workforce
Building and Crossing Bridges Together
The Benefits of Disability in the Workplace
The Ins and Outs of Our Immigration System
Creating an Inclusive Community

2017: Anti-LGBTQ Executive Order
Accomplices in Eliminating Racial Bias
Fair Lending Training
The Employment of Non-US Citizens
Applying Fair Housing in Your Daily Life

Diversity and Inclusion: Employee Resource Group Consortium

Promoting Fair Housing in Your Business and Complying with the Law

Lincoln Commission on Human Rights, Fair Housing Conference

Fair Housing: What You Need to Know

Using Data to Assess Fair Housing (National Fair Housing Alliance)

Racism Within Muslim Communities

Everyone Deserves a Fair Chance: On criminal history effects on employment/housing

How to Make the Americans with Disabilities Act Work in Your Business

Everyone Deserves a Fair Chance: On court debt, housing instability, and criminal records

2018: The Place We Call Home: Affordable Housing in Johnson County

Brighter Future Focused: A Summit Addressing the Needs and Potential of Women/Girls of Color

Fair Housing Training

The Urgency of Equity: Ending Racism in Youth-Serving Institutions

Implicit Bias (U.S. DOJ training)

Working Across Cultural Difference: Know Yourself so You Can Learn About Others

Disability Access in Government-Assisted Housing under Title II of the ADA

Understanding Implicit Bias: Training for City Board and Commission Members

Racial Equity Workshop

Advancing Racial Equity in Your Library

2nd Annual LGBTQ Workplace Culture Summit (One Iowa)

“Can I Say That? Ethical and Effective Communication in Iowa’s Increasingly Diverse Landscape”

2019: White Privilege Conference, 20th Year

Advancing Racial Equity: The Role of Government

Civil Rights Conference in Lincoln, NE

Landlord Fair Housing Training: Sessions on Assistance Animals, Reasonable Accommodation, and Reasonable Modification

LBGTQ+ Municipal Services

ADA Online Training – Geoff Ames

Leadership on LGBTQ Equality (Human Rights Campaign)

Local Government Service Interactions and Impacts on Citizen Well-Being

Why Equal Access to Sex-Segregated Facilities Matters

LBGTQ Senior Summit (One Iowa)

Housing Iowa Conference

Criminal History and Occupancy Policy: The Impact of Disparate Treatment

Disability Awareness Summit

Homecoming Summit (Inside Out Reentry)
LGBTQ Workplace Summit (One Iowa)
The Role of Implicit Bias in Labor & Employee Relations
Cultivating Inclusive Leaders
Community Engagement and Ownership (GARE)

2020: Beware of Preemption: Fighting for the Rights of Local Government to Advance Racial Equity
Race: The Power of an Illusion
Overcoming Unconscious Bias and Creating a Fearless Organization
Municipality as an LGBTQ Employer
Building Racial Equity: Foundations
Municipal Support (Human Rights Campaign)
Municipal Support for LGBTQ Older Adults and COVID-19 (Human Rights Campaign)
Certified Diversity Professional
LGBTQ 101 (One Iowa)
Focus Group on Evaluation and Equity (GARE)
Leadership on LGBTQ Equity

Facilities Division

2017: LGBTQ Safe Zone Phase I Workshop (University of Iowa)
NCBI: Leadership for Equity and Inclusion Workshop
Advancing Racial Equity: The Role of Government (GARE)
2019: Advancing Racial Equity: The Opportunity for Government (GARE)

Finance Department

2014: Diversity in the Workplace (Synchrony)
2015: Diversity, Privilege, and the Unconscious Bias in our Work and Lives
Advancing Racial Equity: The Opportunity for Government (GARE)
2016: Contracting for Equity: Best Local Government Practices that Advance Racial Equity in Government Contracting and Procurement (GARE)
2018: Crisis Intervention Training, ICPD - Officer McKnight (*Mandatory, all Finance employees*)
Diversity Workshop (University of Iowa)
2019: Advancing Racial Equity: The Opportunity for Government (GARE), attended by multiple department staff

Fire Department

2019: 36th Annual Human Rights Breakfast + Trainings (training pay offered for off-duty firefighters)
Ongoing: Officer Development Program – Interpersonal Dynamic Models with Diversity/Difference

Professional Leader Development, emphasis on diversity of thought and perspective

Iowa City Public Library

The following is a list of DEI trainings attended by some or all ICPL employees:

- 2015: Recruiting Diverse Board Members
Trauma and the Adolescent Brain
Understanding and Serving People Experiencing Homelessness (PLA – two-part webinar)
- 2016: Crisis Intervention Training, Officers David Schwindt and Colin Fowler, Iowa City Police Department
Successfully Serving Teens
Helping Patrons Earn High School Diplomas in The Library (American Libraries webinar)
Building Vibrant Communities Through Literacy & Education (Library Journal webinar)
- 2017: Uncovering Privilege & Addressing Microaggressions
I’m Not a Racist...Am I?” film screening/discussion
Employees Guide to Immigrants
Leadership for Equity and Inclusion
Advancing Racial Equity: The Role of Government
- 2018: Autism Spectrum Disorder: Knowledge, Understand, and Support - Panel with Sue Askeland, Joel Wesselink, and Jenny Winegarden
LGBTQ Allyship
Becky Smith, Director of Youth Engagement at Iowa Safe Schools
Looking Through the Eyes of Trauma: Using Mind-Body Interventions
Conflict as Opportunity: Library Restorative Practices for Youth
Urgency of Equity: Ending Racism in Youth-Serving Institutions
Leadership for Equity and Inclusion, National Coalition Building Institute
Diversity and Cultural Competency, 3-week course
Using USCIS Resources to Support Immigrants and Refugees in the Library
Evaluating, Auditing, and Diversifying Your Collections
Urgency of Equity: Ending Racism in Youth-Serving Institutions
- 2019: Crisis Intervention Training, Officer Colin Fowler and Sergeant Andrew McKnight, ICPD
Strategies for effectively working with tweens and teens, United Action for Youth
“Diversity & Inclusion Across Your Event” Webinar
Workplace Bullying
Multigenerational Training
Poverty Action Planning

Creating Welcoming Environments

Tree Without Roots: Assisting African American Patrons with Beginning Genealogy Research

Advancing Racial Equity in your Library

#eBooksForAll Update (PLA)

The Role of Implicit Bias in Labor and Employee Relations (webinar at City)

Understanding Trauma-Informed Approaches in Public Libraries (PLA)

Staff book discussions of “Palaces for the People: How Social Infrastructure Can Help Fight Inequality, Polarization, and the Decline of Civic Life”

2020: Social Workers in Libraries (U of Michigan SLIS webinar)

Inclusive Internship Initiative (PLA)

Decreasing Barriers to Library Use

Intentional Inclusion: disrupting middle class bias in library programming

Programming for All Abilities (about serving patrons with developmental delays and intellectual disabilities)

Annual Public Library Association Conference offerings

Neighborhood & Development Services

2016 – 2017 Invest Health Team, NDS Director: Invest Health is an initiative by the Robert Wood Johnson Foundation and the Reinvestment Fund to bring together diverse leaders in mid-size cities to develop new strategies for increasing and leveraging private and public investment in neighborhoods facing the greatest barriers to health. Each convening provided training in disparities in health and housing for persons of color. (6 trainings)

Parks Division

The following is a list of DEI trainings by one or more employees of the Parks Division:

2018: Generational Differences at Work

2019: The ADA is 27 Years Old (National Recreation and Parks Association)

Inclusion Matters: Uniting Community through Play (IAPRA Conference)

Promoting LGBTQ+ Inclusion in Parks

What is a Universal Playground and How do I Get One?

2020: Diversity and Cultural Awareness (National Recreation and Parks Association)

Police Department

All new employees receive training on Responding Effectively to Persons with Mental Illness, Ethics, Fair and Impartial Policing, Special Populations, and Mental Health Awareness. Officers must also review all red general orders which include Bias-Based Policing, Civil Rights, and Harassment and Sexual Harassment. New hires that are not already certified attend ILEA where they receive instruction in cultural competency. Explanations for each of the frequent sources of police department training are listed here, above lists of trainings attended by personnel between 2015 and 2020. Trainings listed may not be exhaustive.

Multi-Agency Training Sessions (MATS): Once a year all local law enforcement attend this 1-2 day event. Training topics are approved through a consensus of department heads. Officers are required to sign in for morning and afternoon sessions. Supervisors review the sign in sheets to ensure attendance of members.

Police Legal Sciences (PLS): PLS is an online training that officers are required to complete each month. Officers are required to read information provided to them, take quizzes, and pass a final test on the subject matter. A monthly query is done to ensure that all officers have completed the training.

Training Bulletins: Training bulletins are put out to the department by the training sergeant on various topics. Prior to electronic review these were distributed to supervisors to read/discuss during watch meetings and to provide an opportunity for officers to read/review the material. Officers are required to sign off indicating that they had a chance to review the bulletin.

Power DMS: This is an on-line program that the department uses to upload information for it CALEA Accreditation. For several years we also purchased licenses so that we could use it as a training venue-this ended in 2020 when the city purchased NeoGov. A query was done to ensure that all officers had the opportunity to read/review the training bulletin.

Annually: Crisis Intervention Training

2015: LGBTQ Communities (MATS)
Diversity Focus (MATS)
Mental Health for Veterans (MATS)
Cultural Competency Training
Women in Law Enforcement Conference
Mental Health (PLS)
Ethics (PLS)
Bias-Based Policing/Racial Profiling (PLS)

2016: Ethics-Training Bulletin 16-01 (Training Bulletin)
CIT/Mental Health Initiatives/Drug Court (MATS)
Bias-Based Profiling/Racial Profiling/Fair and Impartial Policing (PLS)
Fair and Impartial Policing (PLS)
Alzheimer's/Autism
CIT
De-Escalation (PLS)
Communication with Aggressive, Mentally Ill and Emotionally Disturbed Individuals
Fair and Impartial Policing
Diversity Training (24 attendees)

2017: Fair and Impartial Policing (MATS)
Developmental Disabilities and Dementia (PLS)
Immigration Enforcement: Council Resolution and ICPD Practices. TB 17-19 (Training Bulletin)
Services to Individuals with Hearing Impairment. TB 17-25 (Training Bulletin)

Sexual Harassment (PLS)

Services to Individuals with Hearing Impairment. Training bulletin 17-25 (Power DMS)

IACP Communities of Color Toolkit-Section 2 Steps to Building Trust. Training Bulletin 17-30 (Power DMS)

Crisis Intervention Training

Ethics (Power DMS)

Language Line TB17-50 (Power DMS)

GO 01-01 Bias-Based Policing (Power DMS)

GO 05-01 Persons with Mental Illness (Power DMS)

GO 89-04 Civil Rights (Power DMS)

Disproportionate Minority Contact Training - Department sponsored training

GO-00-02 Harassment and Sexual Harassment (Power DMS)

Unbiased Policing: Recognizing and Reducing Bias in Policing-assigned
Ethics (PLS)

Implicit Bias/Bias-Based Policing/Fair and Impartial Policing (PLS)

GO 05-01 Persons with Mental Illness (Power DMS)

Responding Effectively to Individuals with Mental Illness (Power DMS)

2018: Iowa Womens Police Conference

Mental Health (PLS)

GO 01-01 Bias-Based Policing (Power DMS)

Immigration Enforcement-TB 18-20 (Training Bulletin)

GO 05-01 Persons with Mental Illness (Power DMS)

GO 01-01 Bias-Based Policing (Power DMS)

Law Enforcement and People with Mental Illness Part 1, Part 2, Part 3, and Part 4 (Power DMS)

SOG 18-04 Immigration Enforcement (Power DMS)

Joint Hate Crime Training Session

Iowa Summit on Justice and Disparities

GO-02 Harassment and Sexual Harassment (Power DMS)

Service Animals-Training Bulletin 18-52 (Power DMS)

Implicit Bias/Bias-Based Policing/Fair and Impartial Policing (PLS)

GO 89-04 Civil Rights (Power DMS)

Service Animals-TB 18-52 (Training Bulletin)

2019: Strengthening Relationships with LGBTQ+ Communities (16 participants)

US EEOC Article on Harassment and Sexual Harassment (Power DMS)

Department Of Labor What Do I Need To Know About Workplace Harassment (Power DMS)

Iowa Women's Police Association Conference

Conference on Crimes Against Women (10 participants)

GO 89-04 Civil Rights (Power DMS)

End Violence Against Women Int. Conference

Developmental Disabilities (PLS)

Ethics TB 19-05 (Neogov)

Anti-Bias Policing Part 1 (Neogov)

Sexual Harassment Prevention for Supervisors (Neogov)

Language Line TB 19-44 (Neogov)

GO 00-02 Harassment and Sexual Harassment. Re-issued no updates (Neogov)

Harassment Personnel Policy (Neogov)

2020: Anti-Bias Policing Part 2 (Neogov)

G.O. Review: Bias Based Policing (Neogov)

Law Enforcement Ethics (Neogov)

ADA in a Nutshell: The Takeaway for Managers (Neogov)

As simple as respect: Diversity, Respect, and Inclusion in the Workplace (Neogov)

Can I ask that? Legal Interviewing: The takeaway for managers (Neogov)

The Death of George Floyd and the relationship of proper law enforcement policy, practices, training, and legal mandates to trained officers (Neogov)

Recreation Division

2015: IMLA 83rd Annual Conference (International Municipal Lawyers Association)

First Amendment – More Protests, More Problems

The True Ferguson Effect

35th Annual Civil Rights Litigation Conference (Chicago Kent College of Law)

2016: White Privilege Symposium: Equity & Education Challenging White Fragility

Intersections of Race and LGBTQ Issues

First Amendment Audits – How Officers Can Spot and Handle Them

2017: LGBTQ Safe Zone Training

The History of Anti-Black Racism in Iowa

Historical Entanglements and Our Power to Change Course

Undoing Implicit Racial Biases

Cultural Competency

Beyond the Welcome Sign: Tailoring Immigrant Services for Success

Culture Change

Generational Issues

Accessible Programming for Children on the Spectrum

2018:

Urgency of Equity Conference

Inclusivity and barriers of Service

Everyday Inclusion (IAPRA Workshop)

No Crying Allowed: Combatting White Fragility Through the Eyes of Girls of Color

The N!gg(er) Word: Is There a Message in the Madness

Undoing Racism

We Know Equity, Diversity & Inclusion are Important: Now What?

Empathy in the Workplace

2019:

Get in the Game and Play (Iowa Parks & Recreation Association Conference)

LGBTQ 101 (IAPRA Workshop)

LGBTQ Workplace Culture Summit (One Iowa)

Everyday inclusion

Trauma and the Human side of Racial Disparities

ADA in a Nutshell: The Take Away

Parks & Recreation Supporting Mental Health Challenges

Recreation in Disadvantaged Communities: Challenges and How to Overcome Them

Advancing Racial Equity: The Opportunity for Government (GARE)

GARE: Inclusive Outreach and Public Engagement

Leadership for Equity and Inclusion

2020:

Keepin' it REAL in Parks and Recreation (Power of Parks & Rec to advance racial equity)

Gender Fluid: And other Terms You May be Unfamiliar With (Assoc. of Aquatics Conference)

Diverse Partnerships and Community Collaborations in Aquatics (Assoc. of Aquatics Conference)

Diversity in Aquatics Town Hall

Accessible Aquatics Webinar (POOLAide)

Inclusive Aquatics Town Hall Webinar

Diversity in Aquatics Town Hall Webinar

Race: The Power of an Illusion

Diversity, Respect, and Legal Compliance

As Simple as Respect: Diversity, Respect, and Inclusion in the Workplace

Community Engagement: Serving Diverse Communities Where They Are

Providing Access to the Good Life for the Disabled

Using Social Media as a Tool to Advocate Diversity & Inclusion

Senior Center

- 2011: Creating an Inclusive and Safe Environment for LGBT Elders, National Resource Center on LGBT Aging
- 2015: Applied Suicide Intervention Skills Training (ASIST), Crisis Center of Johnson County
Diversity, Privilege and the Unconscious Bias in Our Work and Lives
- 2016: Reframing Aging, Frameworks Institute
- 2017: Advancing Racial Justice: The Role of Government, Government Alliance on Race and Equity
LGBTQ Safe Zone Project Training, University of Iowa Division of Diversity, Equity, and Inclusion
- 2019: Inclusive Outreach and Public Engagement, Government Alliance on Race and Equity
Best Practices for Reaching and Serving Diverse and Underserved Communities
Inequality Matters: Focus on Economic and Social Inequalities and Bold Solutions in a Diverse Aging America”
Supporting Family Caregivers in Diverse Communities
- 2020 Understanding White Privilege, University of Iowa Center for Human Rights

Wastewater Division

- 2019 Diversity & Cultural Competency (Synchrony)

Standard Posting Process for Permanent and Hourly Positions	
External Advertising/Recruiting Practices	Frequency
http://www.collegecentral.com/kirkwood/	Every Posting
https://www.facebook.com/ (City of Iowa City – Employment)	Every Posting
https://twitter.com/ (@CityIowaCityHR)	Every Posting
https://uiowa.joinhandshake.com/login (HireaHawk)	Every Posting
http://www.linkedin.com	Every Posting
Email blast through E-subscription on http://www.icgov.org	Every Posting
Email to Kim.Cheeks@iowa.gov (Program Coordinator – Department of Human Rights)	Every Posting
Email to kmoreland@icadgroup.com (Iowa City Area Development Group)	Every Posting
Email to leeleenmart@aol.com (NAACP)	Every Posting
Email to michelle.kraft@iowa.gov (Iowa Vocational Rehab Services)	Every Posting
Email to tcarty@icriowa.org (ICR Talent Recruitment)	Every Posting
Email to jill.avery@iowa.gov (Office for Persons with Disabilities & Native American Affairs)	Every Posting
Marcia Bollinger (Associate Planner) forwards email blast to Neighborhood Groups	Every Posting
Paper copy or emailed copy to all City of Iowa City departments	Every Posting
Jobs page on http://www.icgov.org/	Every Posting
Listed with Iowa Workforce Development	Every Posting
City of Iowa City Jobline (319-356-5121)	Every Posting
Paper copies available in City Hall lobby	Every Posting
Paper copy posted in City Hall employee break room	Every Posting
Paper copy posted in Iowa City Public Library	Every Posting
http://elgl.org/	Permanent positions only if applicable
http://www.craigslist.com	Permanent positions only (\$15.00 fee)
http://www.corridorcareers.com/Home	Per Request
http://www.careerbuilder.com/	Per Request
https://www.gcemploye.com/	Per Request
http://www.monster.com	Per Request
Cedar Rapids Gazette	Per Request
Daily Iowan	Per Request
Des Moines Register	Per Request
Iowa City Press Citizen	Per Request
Minneapolis Star Tribune	Per Request
Omaha World Herald	Per Request
Quad Cities Times	Per Request
St Louis Dispatch	Per Request
Waterloo Cedar Falls Courier	Per Request

Recruitment Posting List for Police, Fire, and Special Mailings				
Organization	Address	City	State	Zip
4 Cs - Community Coordinated Child Care	1500 Sycamore St	Iowa City	IA	52240
Access 2 Independence	1556 S Ave Suite B	Iowa City	IA	52240
Affordable Housing Coalition	205 Black Spring Cir	Iowa City	IA	52246
Afro-American Cultural Center	303 Melrose Ave	Iowa City	IA	52242
Arc of SE Iowa	2620 Muscatine Ave	Iowa City	IA	52240
Asian Pacific American Cultural Center	223 Lucon Dr	Iowa City	IA	52242
Bethel African Methodist Episcopal Church	411 S Governor St	Iowa City	IA	52242
Black Voices Project	940 S Gilbert Ct	Iowa City	IA	52240
Broadway Center	2105 Broadway St	Iowa City	IA	52240
Center for Human Rights	1120 UCC	Iowa City	IA	52242
Center for Worker Justice of Eastern Iowa	940 S Gilbert Ct	Iowa City	IA	52240
Consultation of Religious Communities Iowa City	PO Box 2025	Iowa City	IA	52244
Domestic Violence & Intervention Program	1105 S Gilbert Ct	Iowa City	IA	52240
Dream Center	611 Southgate Suite A	Iowa City	IA	52240
Elder Services, Inc.	1556 S 1st Ave Suite A	Iowa City	IA	52240
Free Medical Clinic	2440 Towncrest Dr	Iowa City	IA	52240
IC Compassion	1035 Wade St	Iowa City	IA	52240
Iowa City Community School District	1725 N Dodge St	Iowa City	IA	52245
Iowa Legal Aid	1700 S 1st Ave # 10	Iowa City	IA	52240
Iowa Valley Habitat for Humanity	2401 Scott Blvd SE	Iowa City	IA	52240
Iowa Vocational Rehabilitation	1700 S 1st Ave #11A	Iowa City	IA	52240
Iowa Workforce Development	1700 S 1st Ave #11A	Iowa City	IA	52240
Johnson County	913 S Dubuque St	Iowa City	IA	52240
Johnson County Livable Communities	855 S Dubuque St Suite 202B	Iowa City	IA	52240
Latino Native American Cultural Center	308 Melrose Ave	Iowa City	IA	52246
LGBT Resource Center	125 Grant Ave Ct	Iowa City	IA	52246
Muslim Public Affairs Council	1104 Wylde Green Rd	Iowa City	IA	52246
Neighborhood Centers of Johnson County - Pheasant Ridge	2651 Roberts Rd	Iowa City	IA	52246
New Creations International Church	2929 E Court St	Iowa City	IA	52245
One Iowa	3839 Merle Hay Rd Suite 274	Des Moines	IA	50310
Re-entry Network of Johnson County	500 N Clinton St	Iowa City	IA	52245
Royce Ann Porter	136 Appanoose Ct	Iowa City	IA	52240
Salvation Army	1116 S Gilbert Ct	Iowa City	IA	52240
Sankofa Outreach Connection	PO Box 2664	Iowa City	IA	52244
Shelter House Iowa City	429 Southgate Ave	Iowa City	IA	52240
Social Services of Johnson County	855 S Dubuque St	Iowa City	IA	52240
Successful Living	2406 Towncrest	Iowa City	IA	52240
U of I Education Diversity	111 Jessup Hall	Iowa City	IA	52242
United Action for Youth	1700 S 1st Ave #14	Iowa City	IA	52240
University of Iowa Cambus	840 Evashevski Dr, 242 WCTC	Iowa City	IA	52242
Veteran's Hospital	601 US-6	Iowa City	IA	52246
African Methodist Episcopal Church	411 S Governor St	Iowa City	IA	52240
All Nations Baptist Church	1715 Mormon Trek Blvd	Iowa City	IA	52246
All Saint Anglican Church ACC	2232 Arizona Ave	Iowa City	IA	52244
Apostolic Bible Church United Pentecostal	4187 Dane Rd SE	Iowa City	IA	52246
Apostolic Christian Church	220 W Cherry St	North Liberty	IA	52317
Assembly of God	1330 Keokuk St	Iowa City	IA	52240
Bethel African Methodist Episcopal Church	411 S Governor St	Iowa City	IA	52240
B'Nai B'Rith Hillel Foundation	122 E Market	Iowa City	IA	52245
Catholic Community Stewardship & Evangelization	1966 High View Rd	Coralville	IA	52241
Chinese Church of Iowa City	507 Madison Ave	North Liberty	IA	52317
Christ the King Lutheran Church ELCA	325 Mormon Trek Blvd	Iowa City	IA	52246
Christian Science Church	722 E College St	Iowa City	IA	52245
Church In Iowa City	1401 Laurel St	Iowa City	IA	52240
Church of Christ	1320 Kirkwood Ave	Iowa City	IA	52240
Church of Jesus Christ of Latter Day Saints	2730 Bradford Dr	Iowa City	IA	52240
Church of Jesus Christ of Latter Day Saints	503 Melrose Ave	Iowa City	IA	52246
Church of Jesus Christ of Latter Day Saints	570 Dulin Dr	Iowa City	IA	52240
Church of the Nazarene	1035 Wade St	Iowa City	IA	52240
Community Christian Church	912 20th Ave	Coralville	IA	52241
Community of Christ	121 S Ridge Dr	Coralville	IA	52241

Congregational United Church of Christ	30 N Clinton St	Iowa City	IA	52245
Coralville United Methodist Church	806 13th Ave	Coralville	IA	52241
Dial-A-Devotion	2301 E Court St	Iowa City	IA	52240
Episcopal Chaplaincy at the University of Iowa	26 E Market St	Iowa City	IA	52245
Faith Baptist Church-GARBC	1251 Village Rd	Iowa City	IA	52240
Faith United Church of Christ	1609 DeForest St	Iowa City	IA	52240
First Baptist Church	500 N Clinton St	Iowa City	IA	52245
First Christian Church	900 Lincolnshire Pl	Coralville	IA	52241
First Mennonite Church	405 Myrtle Ave	Iowa City	IA	52246
First Presbyterian Church	2701 Rochester Ave	Iowa City	IA	52245
First United Methodist Church	214 E Jefferson St	Iowa City	IA	52245
Foursquare Gospel Church	2120 H St	Iowa City	IA	52240
Friends Meeting	311 N Linn St	Iowa City	IA	52245
Gloria Dei Lutheran Church ELCA	123 E Market	Iowa City	IA	52245
Gospel Explosion Ministry	1854 Muscatine Ave	Iowa City	IA	52240
Grace Fellowship	3980 Poweshiek St SE	Iowa City	IA	52240
Grace Missionary Church	1854 Muscatine Ave	Iowa City	IA	52240
Heartland Community Church	70 S Kansas Ave	North Liberty	IA	52317
Holy Trinity Lutheran Church	620 240th St NE	North Liberty	IA	52317
Hope Evangelical Church	420 N Front	North Liberty	IA	52317
Iowa City Bible Fellowship	312 E College St	Iowa City	IA	52240
Iowa City Church of Christ	4643 American Legion Road SE	Iowa City	IA	52245
Iowa City Korean Baptist Church	1715 Mormon Trek Blvd	Iowa City	IA	52246
Iowa City Zen Center	226 S Johnson St	Iowa City	IA	52245
Iowa Korean United Methodist Church	4032 Rohret Rd	Iowa City	IA	52245
Kingdom Apostolic Community Worship Center	611 Southgate Ave	Iowa City	IA	52240
Kingdom Hall of Jehovah's Witnesses	2923 Northgate Dr	Iowa City	IA	52245
Liberty Vineyard Christian Fellowship	215 Hwy 965 #2	North Liberty	IA	52317
Life Tabernacle Church	4187 Dane Rd SE	Iowa City	IA	52240
Lutheran Campus Ministry	26 E Market St	Iowa City	IA	52245
Lutheran Campus Ministry ELCA	109 E Market St	Iowa City	IA	52245
New Beginning Church of God	894 Boston Way #1	Coralville	IA	52241
New Creations International Church	2929 E Court St	Iowa City	IA	52245
New Horizons Church	2251 1st Ave	Coralville	IA	52241
New Life Community Church	1703 2nd St	Coralville	IA	52241
Newman Catholic Student Center	104 E Jefferson St	Iowa City	IA	52245
North Liberty Baptist Church	1215 Jordan St	North Liberty	IA	52317
North Liberty First United Methodist Church	85 N Jones Blvd	North Liberty	IA	52317
Northminster Presbyterian Church	899 22nd Ave	Coralville	IA	52241
Our Redeemer Lutheran Church	2301 E Court St	Iowa City	IA	52240
Parkview Evangelical Free Church	15 Foster Rd	Iowa City	IA	52240
Presbytery of East Iowa	1285 3rd Ave SE #2	Cedar Rapids	IA	52403
Prince of Peace Lutheran Church	1701 8th St	Coralville	IA	52241
Roman Catholic Vicariate of Iowa City	2140 Rochester Ave	Iowa City	IA	52245
Sanctuary Community Church	2205 E Grantview Dr	Coralville	IA	52241
Seventh Day Adventist Church	1007 Rider St	Iowa City	IA	52240
Solid Rock Christian Church	51 Hwy 6 W	Coralville	IA	52241
Southeastern Iowa Synod Evangelical Lutheran Church in America	2635 Northgate Dr	Iowa City	IA	52240
St Andrew Presbyterian Church	1300 Melrose Ave	Iowa City	IA	52246
St Mark's United Methodist Church	2675 E Washington St	Iowa City	IA	52240
St Mary's Church	302 E Jefferson St	Iowa City	IA	52245
St Patrick's Church	4330 St Patrick Dr	Iowa City	IA	52240
St Paul Lutheran Chapel & University Student Center	404 E Jefferson St	Iowa City	IA	52245
St Raphael Orthodox Christian Chapel	722 E College St	Iowa City	IA	52240
St Thomas More Church	3000 12th Ave	Coralville	IA	52241
St Wenceslaus Church	618 E Davenport St	Iowa City	IA	52245
Tabernacle Baptist Church	2050 12th Ave	Coralville	IA	52241
The River Community Church	3001 Muscatine Ave	Iowa City	IA	52240
The Salvation Army Corps	510 Highland Ave	Iowa City	IA	52240
Trinity Episcopal Church	320 E College St	Iowa City	IA	52240
Unitarian Universalist Society	10 S Gilbert	Iowa City	IA	52240
University of Iowa Hospitals	Chaplain-LCMS	Iowa City	IA	52242
Welsh United Church of Christ	4401 Sharon Center Rd SW	Iowa City	IA	52240

Wesley Foundation	120 N Dubuque St	Iowa City	IA	52245
Zion Lutheran Church ELCA	310 N Johnson St	Iowa City	IA	52245
Briar Cliff University	3303 Rebecca St	Sioux City	IA	51104
Buena Vista College	610 W 4th St	Storm Lake	IA	50588
Clarke College	1550 Clarke Dr	Dubuque	IA	52001
Clinton Community College	1000 Lincoln Blvd	Clinton	IA	52732
Coe College	1220 1st Ave NE	Cedar Rapids	IA	52402
Des Moines Area Community College	2006 S Ankeny Blvd	Ankeny	IA	50021
Des Moines Area Community College	1125 Hancock Dr	Boone	IA	50036
Drake University	25th & University Ave	Des Moines	IA	50311
Eastern Kentucky University	410 Stratton Bldg	Richmond	KY	40475
Ellsworth Community College	1100 College Ave	Iowa Falls	IA	50126
Grandview College	1200 Grandview Ave	Des Moines	IA	50316
Hawkeye Institute of Technology	PO Box 8015	Waterloo	IA	50704
Indian Hills Community College	525 Grandview	Ottumwa	IA	52501
Iowa Central Community College	330 Ave M	Fort Dodge	IA	50501
Iowa Lakes Community College	3200 College Dr	Emmetsburg	IA	50536
Iowa State University	E105 Lago Marcino	Ames	IA	50011
Iowa State University	100 Enrollment Services Center	Ames	IA	50011
Iowa Wesleyan College	601 N Main	Mt Pleasant	IA	52641
Iowa Western Community College	POB 4-C, 2700 College Rd	Council Bluffs	IA	51502
Kaplan University	3165 Edgewood Pkwy SW	Cedar Rapids	IA	52404
Kirkwood Community College	6301 Kirkwood Blvd SW	Cedar Rapids	IA	52406
Loras College	1450 Alta Vista	Dubuque	IA	52001
Luther College	700 College Dr	Decorah	IA	52101
Marshalltown Community College	3700 S Center St	Marshalltown	IA	50158
Minnesota State University	228 Wiecking Center	Mankato	MN	56001
Morningside College	1501 Morningside Ave	Sioux City	IA	51106
Mount Mercy College	1330 Elmhurst Dr NE	Cedar Rapids	IA	52402
Northwestern College	101 7th St SW	Orange City	IA	51041
Scott Community College	500 Belmont Rd	Bettendorf	IA	52722
Simpson College	701 North C St	Indianola	IA	50125
South Dakota State University	PO Box 511	Brookings	SD	57007
Southeastern Community College: North Campus	1015 S Gear Ave	W Burlington	IA	52655
University of Iowa - Affirmative Action Office	202 Jessup Hall	Iowa City	IA	52242
University of Iowa - Employment Services	102-21 University Services Bldg	Iowa City	IA	52242
University of Iowa Bus/Liberal	24 Phillips Hall	Iowa City	IA	52242
University of Northern Iowa	23rd & College St	Cedar Falls	IA	50614
University of Sioux Falls	1101 W 22nd St	Sioux Falls	SD	57105
University of South Dakota	414 E Clark St	Vermillion	SD	57105
Upper Iowa University	PO Box 1857	Fayette	IA	52142
Wayne State College	1111 Main St	Wayne	NE	68787
Western Iowa Tech	4647 Stone Ave	Sioux City	IA	51106
Western Iowa Tech	PO Box 5199	Sioux City	IA	51102
Alabama A&M University	PO Box 1357	Normal	AL	35762
Alabama State University	915 S Jackson St	Montgomery	AL	36101
Albany State University	504 College Dr	Albany	GA	31705
Alcorn State University	PO Box 540	Lorman	MS	39096
Benedict College	PO Box 98	Columbia	SC	29204
Bethune-Cookman College	640 Dr Mary McLeod Bethune Blvd	Daytona Beach	FL	32114
Bluefield State College	219 Rock St	Bluefield	WV	24701
Bowie State University	14000 Jariko Park Rd	Bowie	MD	20715
Central State University	1400 Brush Row Rd	Wilberforce	OH	45384
Cheyney University of Pennsylvania	1837 University Cir	Cheyney	PA	19319
Clark Atlanta University	James P Brawley Dr @ Fair St SW	Atlanta	GA	30314
Coppin State College	2500 W North Ave	Baltimore	MD	21216
Delaware State University	1200 N Dupont Hwy	Dover	DE	19901
Dillard University	2601 Gentilly Blvd	New Orleans	LA	70122
Edward Waters College	1658 Kings Rd	Jacksonville	FL	32209
Elizabeth City State University	PO Box 901 ECSU	Elizabeth City	NC	27909
Fayetteville State University	1200 Murclulsion Rd	Fayetteville	NC	28301
Florida A&M University	1601 S Martin Luther King Jr Blvd	Tallahassee	FL	32307
Florida Memorial University	15800 NW 42nd Ave	Miami Gardens	FL	33054

Fort Valley State University	PO Box 4091	Fort Valley	GA	31030
Grambling State	PO Box 4264	Grambling	LA	71245
Hampton University	Wigwam Building, Room 114	Hampton	VA	23668
Harris-Stowe State College	3026 Laciède	St. Louis	MO	63103
Howard University	525 Bryant St NW	Washington	DC	20059
Jackson State University	PO Box 17280	Jackson	MS	39217
Johnson C. Smith University	100-300 Beatties Ford Rd	Charlotte	NC	28216
Kentucky State University	400 E Main St	Frankfort	KY	40601
Langston University	701 Sammy Davis Jr Dr	Langston	OK	73050
LeMoyne-Owen College	807 Walken Ave	Memphis	TN	38126
Lincoln University	820 Chestnut St	Jefferson City	MO	65102
Lincoln University	1570 Baltimore Pike	Lincoln	PA	19352
Mississippi Valley State University	1400 Highway 82 W	Itta Bena	MS	38941
Morehouse College	830 Westview Dr SW	Atlanta	GA	30314
Morgan State University	Cold Spring Ln & Hillen Rd	Baltimore	MD	21251
Morris Brown College	643 Martin Luther King Jr Dr NW	Atlanta	GA	30314
Norfolk State University	2401 Corprew Ave	Norfolk	VA	23504
North Carolina A&T State University	1601 E Market St	Greensboro	NC	27411
Oakwood College	7000 Adventist Blvd	Huntsville	AL	35896
Prairie View A&M University	PO Box 66	Prairie View	TX	77446
Saint Augustine's College	1315 Oakwood Ave	Raleigh	NC	27610
Saint Paul's College	115 College Dr	Lawrenceville	VA	23868
Savannah State College	PO Box 20374	Savannah	GA	31404
Shaw University	118 E South St	Raleigh	NC	27601
South Carolina State University	PO Box 7068	Orangeburg	SC	29117
Southern University A& M College	PO Box 10980	Baton Rouge	LA	70813
Spelman College	350 Spelman Ln SW	Atlanta	GA	30314
Tennessee State University	3500 John A Merritt Blvd	Nashville	TN	37209
Texas Southern University	3100 Cleburne	Houston	TX	77004
Tuskegee University	Carnegie Hall, 3rd Floor	Tuskegee	AL	36088
University of Arkansas at Pine Bluff	1200 University Dr	Pine Bluff	AR	71601
University of Maryland Eastern Shore	11868 College Backbone Rd	Princess Anne	MD	21853
University of the District of Columbia	4200 Connecticut Ave NW	Washington	DC	20008
University of the Virgin Islands	Charlotte Amalie	St. Thomas	VI	802
Virginia State University	PO Box 9018	Petersburg	VA	23806
Virginia Union University	1500 N Lombardy St	Richmond	VA	23220
Winston - Salem State University	601 Martin Luther King Jr Dr	Winston-Salem	NC	27110
Xavier University of LA	7325 Palmetto St	New Orleans	LA	70125
319 Elite Fitness	808 5th St #1	Coralville	IA	52241
319 Fitness	111 E Washington St	Iowa City	IA	52240
Anytime Fitness	521 Westbury Dr	Iowa City	IA	52245
Anytime Fitness	458 IA-1	Iowa City	IA	52246
Anytime Fitness	2441 James St #2	Coralville	IA	52241
Aspen Athletic Clubs	2120 Edgewood Rd SW	Cedar Rapids	IA	52404
Body Moves Fitness & Wellness Center	1801 2nd St #250	Coralville	IA	52241
Coe College	1220 1st Ave NE	Cedar Rapids	IA	52402
Core Fitness	1555 S First Ave	Iowa City	IA	52240
Core Fitness	1395 Jordan St	North Liberty	IA	52317
Core Fitness	2220 Mormon Trek Blvd	Iowa City	IA	52246
Curves	881 22nd Ave	Coralville	IA	52241
Curves	185 Hwy 965	North Liberty	IA	52317
Curves	3720 Queen Ct SW #5	Cedar Rapids	IA	52404
Downward Dog Yoga & Fitness	120 2nd St	Coralville	IA	52241
Farrell's Extreme Bodyshaping	964 S 1st Ave	Iowa City	IA	52240
Farrell's Extreme Bodyshaping	605 E Lincoln Way	Ames	IA	50010
Farrell's Extreme Bodyshaping	2706 Beaver Ave	Des Moines	IA	50310
Farrell's Extreme Bodyshaping	4099 McDonald Dr	Dubuque	IA	52003
Farrell's Extreme Bodyshaping	576 Boyson Rd NE #108	Cedar Rapids	IA	52402
Farrell's Extreme Bodyshaping	5761 C St SW	Cedar Rapids	IA	52404
Farrell's Extreme Bodyshaping	5240 Edgewood Rd NE	Cedar Rapids	IA	52411
Farrell's Extreme Bodyshaping	2761 Oakdale Blvd	Coralville	IA	52241
Fit Zone	213 E College St	Iowa City	IA	52240
Fitness Xpress Inc	1059 Iowa Ave	Iowa City	IA	52240

Gold Pointe Fitness Club	80 Twixt Town Rd NE	Cedar Rapids	IA	52402
Got Strength Gym	3591 Perch Dr SE	Iowa City	IA	52240
Grit Gym	3542 Dolphin Dr SE	Iowa City	IA	52240
Hot House Yoga	250 12th Ave	Coralville	IA	52241
IC Fitness	213 E College St	Iowa City	IA	52240
Igym	1100 Blairs Ferry Rd NE	Cedar Rapids	IA	52402
Intercollegiate Athletics-Men	301 Carver Hawkeye Arena	Iowa City	IA	52242
Intercollegiate Athletics-Women	319 Carver Hawkeye Arena	Iowa City	IA	52242
Iowa City Fitness	221 E College St	Iowa City	IA	52240
Iowa Fitness 24-7	7085 C Ave NE	Cedar Rapids	IA	52402
Iron Works Gym & Fitness	710 S Dubuque St	Iowa City	IA	52240
Jazzercise	1014 S Gilbert St	Iowa City	IA	52240
Kang's Martial Arts Academy	2421 James St	Coralville	IA	52241
Kosama	2201 E Grant View Dr #102	Coralville	IA	52241
Kosama	7085 C Ave NE #A1	Cedar Rapids	IA	52402
Kosama	546 Main St #101	Ames	IA	50010
Kosama	1430 E 52nd #5 & #6	Davenport	IA	52807
Kosama	1905 Ingersoll Ave #101-103	Des Moines	IA	50309
Max Effect Cycling & Fitness Studio	700 S Dubuque St	Iowa City	IA	52240
Mercy Fitness Center	5264 Council St NE #600	Cedar Rapids	IA	52402
Midwest Athletic Club	4700 Tama St SE	Cedar Rapids	IA	52403
Midwest Athletic Club	1220 Jacolyn Dr SW	Cedar Rapids	IA	52404
Midwest Athletic Club	3929 Fountains Blvd NE	Cedar Rapids	IA	52402
Midwest Athletic Club	227 2nd St SE	Cedar Rapids	IA	52401
Move360 Fitness	100 Oakdale Blvd #300	Coralville	IA	52241
North Dodge Athletic Club	2400 N Dodge St	Iowa City	IA	52245
Planet Fitness	1660 Sycamore St	Iowa City	IA	52240
Pro-Fit Gym	770 Quarry Rd	Coralville	IA	52241
Pro-Fit Gym	123 IA-1	Iowa City	IA	52246
Rivercity Pilates	1210 Jordan St #1	North Liberty	IA	52317
Shalla Hot Yoga	1705 S 1st Ave	Iowa City	IA	52240
Thrive Gym	2008 8th St	Coralville	IA	52241
Time Of Your Life Fitness	434 IA-1	Iowa City	IA	52246
Title Boxing Club	1604 Sycamore St	Iowa City	IA	52240
University Athletic Club	1360 Melrose Ave	Iowa City	IA	52246
YMCA	207 7th Ave SE	Cedar Rapids	IA	52401
YWCA	318 5th St SE	Cedar Rapids	IA	52401
A. G. Clark Lodge #47	312 E College St	Iowa City	IA	52240
A.G. Clark Lodge #47	312 E College St	Iowa City	IA	52240
Access 2 Independence	1556 S 1st Ave Suite B	Iowa City	IA	52240
Affordable Housing Coalition	308 E Burlington St, PMB 121	Iowa City	IA	52240
African Methodist Episcopal Church	411 S Governor St	Iowa City	IA	52240
African Student Association	260 Iowa Memorial Union	Iowa City	IA	52242
Afro-American Cultural Center	303 Melrose Ave	Iowa City	IA	52242
Agudas Achim Congregation	401 E Oakdale Blvd	Coralville	IA	52241
Asian Pacific American Cultural Center	223 Lucon Dr	Iowa City	IA	52242
Association of Latinos Moving Ahead	308 Melrose Ave	Iowa City	IA	52246
Big Brothers Big Sisters of Johnson County	3109 Old Highway 218 S	Iowa City	IA	52246
Black Voices Project	940 S Gilbert Ct	Iowa City	IA	52240
Center for Family Services Global Network	P O Box 5204	Coralville	IA	52241
Center for Human Rights	1120 UCC	Iowa City	IA	52242
Center for Worker Justice of Eastern Iowa	1556 1st Ave #C	Iowa City	IA	52240
City of Iowa City Human Rights Commission	410 E Washinton St	Iowa City	IA	52240
Community Coordinated Child Care	1500 Sycamore St	Iowa City	IA	52240
Community Transportation	746 Oakland Ave	Iowa City	IA	52240
Congolese Community	pnkumu@co.johnson.ia.us			
Consultation of Religious Communities	P O Box 2025	Iowa City	IA	52244
Domestic Violence and Intervention Program	1105 S Gilbert Ct Suite 300	Iowa City	IA	52240
Elder Services, Inc.	1486 S 1st Ave Suite B	Iowa City	IA	52240
Gospel Explosion Ministry	1854 Muscatine Avenue	Iowa City	IA	52240
Houses into Homes	1935 Flanigan Court	Iowa City	IA	52246
Humanize My Hoodie DBA Born Leaders United	136 South Dubuque Street	Iowa City	IA	52240
IC Compassion	1035 Wade Street	Iowa City	IA	52240

Iowa City Chinese Association	645 Breconshire Lane	Coralville	IA	52241
Iowa City Community School District	1725 N Dodge St	Iowa City	IA	52245
Iowa City Free Medical Clinic	2440 Towncrest Dr	Iowa City	IA	52240
Iowa City Parks and Recreation	220 S Gilbert St	Iowa City	IA	52240
Iowa City Parks and Recreation	220 S Gilbert St	Iowa City	IA	52240
Iowa City Pride	P O Box 2910	Iowa City	IA	52244
Iowa City Regional Office	1700 S 1st Ave #10	Iowa City	IA	52240
Iowa City VA - LGBT Care	601 Highway 6 West	Iowa City	IA	52246
Iowa City/Johnson County Senior Center	28 S Linn St	Iowa City	IA	52240
Iowa Valley Habitat for Humanity	2401 Scott Blvd, SE	Iowa City	IA	52240
Iowa Vocational Rehabilitation	1700 S 1st Ave Suite 11a	Iowa City	IA	52240
Kirkwood Community College	1816 Lower Muscatine Rd	Iowa City	IA	52240
Latinx Native American Cultural Center	308 Melrose Ave	Iowa City	IA	52246
LGBT Resource Center	125 Grand Ave Ct	Iowa City	IA	52246
Livable Communities	855 S Dubuque St Ste 202B	Iowa City	IA	52240
Multicultural Nursing Association	50 Newton Rd	Iowa City	IA	52242
Muslim Public Affairs Council	1104 Wylde Green Rd	Iowa City	IA	52246
NAACP Iowa City Branch #4016	2929 East Court Street	Iowa City	IA	52246
Neighborhood Centers of Johnson County	2651 Roberts Rd	Iowa City	IA	52245
Neighborhood Centers of Johnson County	anthony-branch@ncjc.org			
New Creations International Church	2929 E Court St	Iowa City	IA	52245
NISAA African Family Services	1700 South 1st Avenue, Suite 21 Unit 1	Iowa City	IA	52240
One Iowa	950 Office Park Rd, Suite 240	West Des Moines	IA	50365
Reentry Network of Johnson County	500 N Clinton St	Iowa City	IA	52245
Refugee and Immigration Association	4265 Oakcrest Rd SE	Iowa City	IA	52240
Resurrection Assembly of God	1330 Keokuk St	Iowa City	IA	52240
Sankofa Outreach	PO Box 2664	Iowa City	IA	52245
Shelter House Iowa City	429 Southgate Ave	Iowa City	IA	52240
Social Services of Johnson County	855 S Dubuque St Ste 202B	Iowa City	IA	52240
South District Neighborhood Association	PO Box 2491	Iowa City	IA	52244
Successful Living	2406 Towncrest	Iowa City	IA	52240
Sudanese Community Center	536 Southgate Ave	Iowa City	IA	52240
Teamster	136 Appanoose Ct	Iowa City	IA	52240
The Arc of Southeast Iowa	2620 Muscatine Ave	Iowa City	IA	52240
The Chinese Church of Iowa City	570 Madison Ave	North Liberty	IA	52317
The Dream Center	611 Southgate Suite A	Iowa City	IA	52240
The Kingdom Center	611 Southgate Ave	Iowa City	IA	52240
The Salvation Army of Johnson County	1116 S Gilbert Ct	Iowa City	IA	52240
United Action for Youth	1700 S 1st Ave #14	Iowa City	IA	52240
South District Neighborhood Association	southdistrictneighborhood@gmail.com			