

**Furthering
Social Justice &
Racial Equity
in Iowa City**



SEVEN GOALS

for a more **Inclusive, Just and Sustainable** Iowa City:

- 1  Promote a **Strong and Resilient Economy**
- 2  Encourage a **Vibrant and Walkable Urban Core**
- 3  Foster **Healthy Neighborhoods** throughout the City
- 4  Maintain a **Solid Financial Foundation**
- 5  Enhance **Community Engagement and Intergovernmental Relations**
- 6  Promote **Environmental Sustainability**
- 7  Advance **Social Justice and Racial Equity**

WWW.ICGOV.ORG/STRATEGICPLAN

3



SINCE 2014, THE NUMBER OF CITY EMPLOYEES HAS DECREASED. THE NUMBER OF:

Black or African-
American
city employees
**INCREASED
10%**

White
city employees
**DECREASED
16%**

Asian city
employees
**DECREASED
42%**

Hispanic
employees
**INCREASED
11%**

American Indian and
Alaska Native city
employees
**STAYED THE
SAME**



Social Justice and Racial Equity (SJRE) is not a Secondary Priority

- City Strategic Plan
- City Council Resolutions and Public Statements
- Annual Equity Report Card
- City Manager's Equity Roundtable

Leveraging External Partnerships

Municipal Equality Index

- All-gender single-occupancy restrooms in public facilities and parks
- Youth bullying prevention policies
- Inclusive workplaces and recruitment strategies

Government Alliance on Race & Equity

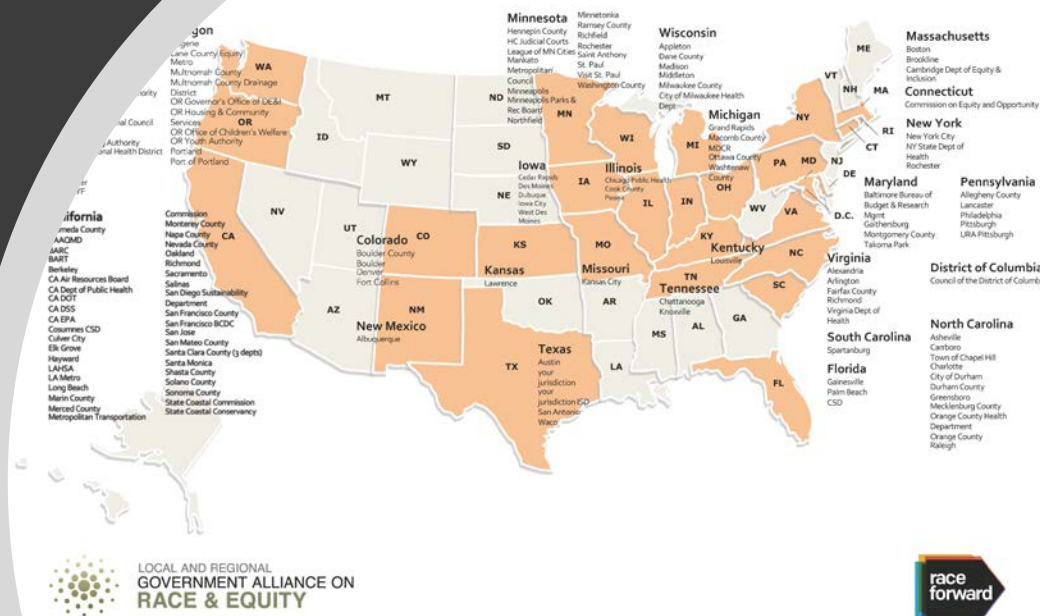
- Staff and community education
- Best practices

Municipal Equality Index

NATIONWIDE EVALUATION
MUNICIPAL LAW



Government Alliance on Race & Equity



SJRE in Law Enforcement

Annual Disproportionate Minority Contact Study for Traffic Stops and Related Outcomes

- Partnership with St. Ambrose University (Davenport, IA)
- Presented publicly to the City Council annually
- Led to changes in consent search policies and has helped reduced disparity in citations
 - Disparity in stops and arrests continue to be a focus for the Police Department

Other Initiatives:

Data Driven Justice Initiative

- Homeless Corrdinating Board Collaboration
- Helped Launch Iowa's First 'Housing First' development data analysis

Equity in Investigations

- Victim Focused
- LGBTQ Awareness

Table 1. Department Outcomes and Univariate Odds Ratios by Year

Odds Ratio	2005	2006	2007	2010	2011	2012	2013	2014	2015	2016	2017	2018
Citations	-1.4	-1.5	-1.2	1.2	1.4	1.4	1.6	1.5	1.3	1.4	1.07	1.0
Arrests	2.5	2.8	2.6	3.1	3.2	2.5	2.3	2.1	1.9	1.5	1.82	1.98
Search	2.5	3.4	5.6	2.7	3.9	2.4	1.9	1.5	1.9	2.1	----	---
Hits	-1.6	1.2	-2.9	-2.3	-1.3	-1.2	1.1	-1.1	1.1	1.1	----	---



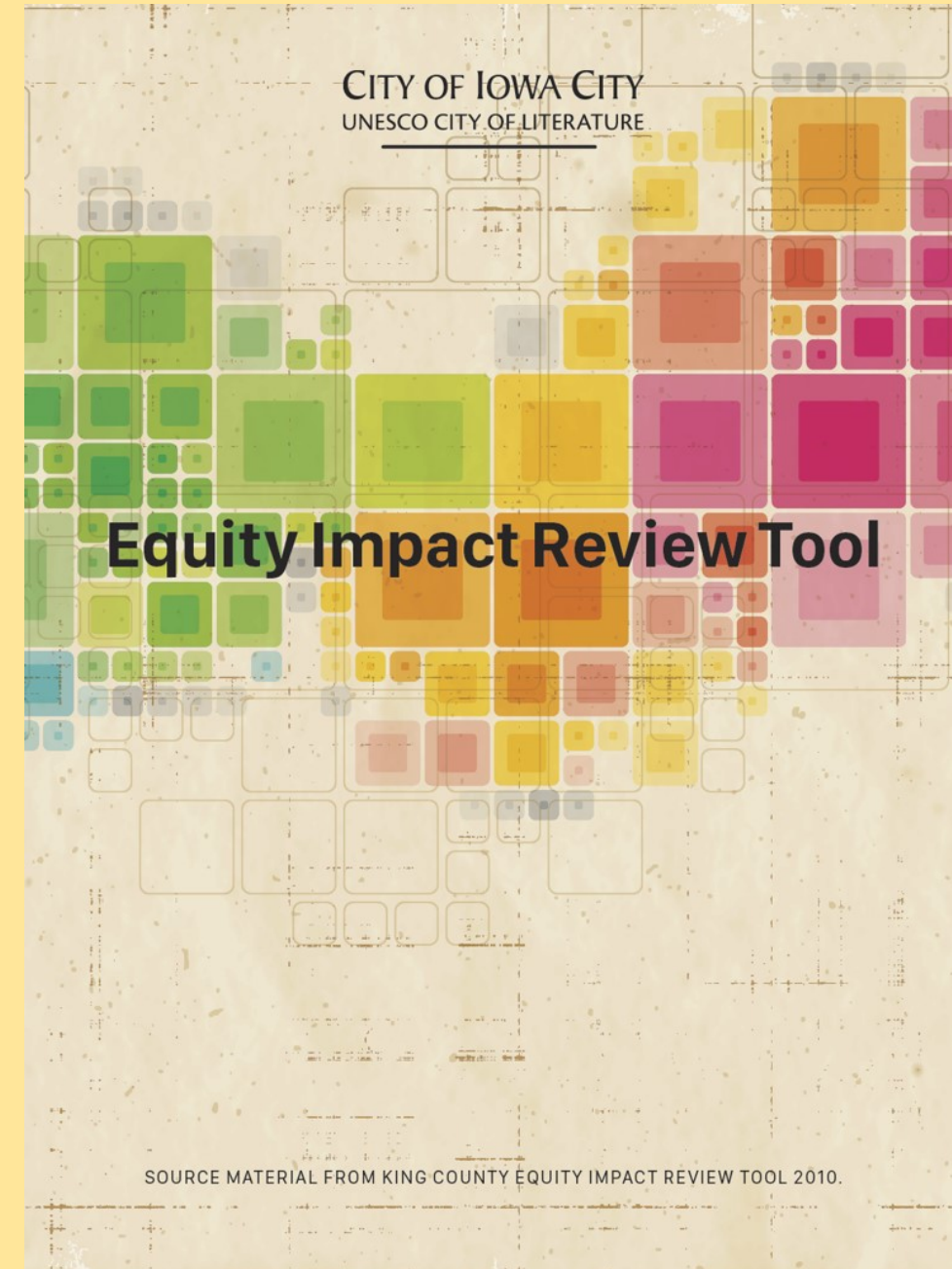
Analyzing City Operations

Deployment of Equity Review Tool

- Each year, selected City department must analyze policies to root out unconscious bias of past decisions
- Started in 2016 and have been utilized by Police, Fire, Neighborhood and Development Services, Finance, Human Resources, Human Rights, Parks and Recreation, Library, and the Housing Authority.

Example Outcomes:

- Elimination of Library fines for children's and teen collections (2019) -- fines had disproportionate impact on low-income, minority populations that have natural transportation barriers
- Police Department partnership with local mechanic shops to provide free vouchers for drivers pulled over with burnt out lights (paid through forfeiture funds)
 - Equipment violations found to have disproportionate impact on low-income, minority populations
- Launch of a utility donation fund to help off-set disproportionate impact of water shut-off policies on low-income and minority populations



Empower the Community

SJRE Grant Program - *Encourage, Empower, and Engage Social Justice and Racial Equity Initiatives to Eliminate Inequities in Iowa City*

- employment
- education
- housing
- criminal justice
- Health
- building community

\$127k awarded in first three years
\$75k pending for fourth year

Example Grants:

- Refurbishing impounded bicycles and providing bicycle safety and maintenance instruction to youth living in poverty
- Launching the Refugee and Immigrant Association's "The Awareness and Prevention of Social Conflict Initiative to address cultural challenges facing refugees and immigrants living in Iowa City"
- Inside Out Reentry 2-say summit to cultivate a supportive community for returning citizens



Takeaways

- Acknowledgement of problems followed by honest disclosure and sustained dialogue
- Issues are systemic and individual, national and local, long-term and immediate. Thus solutions are complex and multi-faceted. No single-committee, task force or city can solve the community problems.

Cities must seek to lead, organize and empower

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