

Iowa Commission on the Status of African-Americans Department of Human Rights

Annual Report
Fiscal Year 2003

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The Commission on the Status of African-Americans, formerly known as the Commission on the Status of Blacks, was created by statute in 1988. The nine members of the commission are appointed by the Governor and represent each region of the State where there is a significant African-American population. Meetings are open to the public. The commission sets policy for and provides direction to the Division of the Status of African-Americans within the Department of Human Rights. The division administrator is appointed by the Governor and confirmed by the Iowa Senate.

Iowa Commission on the Status of African-Americans 2003 Members

BEVERLY ALLEN	Des Moines	term expires 2004
THERESA CLARK-KLINE	Fort Madison	term expires 2004
G. CURTIS BAUGH	Pella	term expires 2006
DEBORAH BERRY*	Waterloo	term expires 2006
JAMIE HOWARD	Davenport	term expires 2004
ISAIAH "IKE" JOHNSON	Denison	term expires 2006
JOSEPH MCGILL, JR.*	Cedar Rapids	term expires 2004
JEROME THOMAS	Dubuque	term expires 2004
ROBERT TYSON*	Waterloo	term expires 2005

Ex-officio Member

ROSE VASQUEZ, Director
Department of Human Rights

*Resigned from commission during fiscal year 2003

Iowa Commission on the Status of African-Americans 2003 Staff

DR. RUTH WHITE	Administrator	appointed June 2002 Re-assigned April 2003
KIMBERLY CHEEKS	Program Planner	joined staff in September 1997

ICSAA Mission

The Iowa Commission on the Status of African-Americans pursuant to Chapter 216A.142 of the Iowa Code is legislatively mandated to report on the status of Iowans of African-American descent. The Commission, with the support of staff, community leaders, public and private agencies and organizations, will consider, review, and recommend programs, services, policies, legislation and administrative rules that will improve the quality of life for Iowa's African-American population.

ICSAA Vision Statement

The Iowa Commission on the Status of African-Americans exists to promote the interests of African-Americans in the State of Iowa and in doing so, fosters the well being of the State's entire citizenry.

In the spirit of equity, inclusion and responsiveness, this Commission, in partnership with the broader African-American community shall:

Educate itself and others regarding the needs of the state's African-American citizenry and regarding the issues that significantly impact them.

Inform the broader African-American community, legislative branches of government and the general public of those needs and issues.

Advocate for positive changes in policy, practices and programs that potentially or actually negatively affect African-American Iowans.

Network with organizations and individuals on behalf of the state's African-American population.



Executive Summary

Prepared by Dr. Ruth E. White

It is a bit strange to be writing the Executive Report for The Commission on the Status of African-Americans Annual Report, since just last year at this time, I was part of the subject of that very report. In July of 2001 Traevana Potter Hall left the Department of Human Rights. For the intervening year, Program Planner, Kim Cheeks, managed the Division. In July of 2002, Governor Vilsack appointed me administrator for the division. In October of 2002, the Department lost Rose Vasquez to the private sector. In April of 2003, I was appointed director of the Department of Human Rights. Again Kim Cheeks stepped in, this time serving as Interim director.

Needless to say, the past two years have been something of a roller coaster for the division, both in terms of personnel, and also in terms of budgetary constraints. Nonetheless, the Division has continued to serve as a collaborative source, providing technical assistance, and “expert testimony” for agencies, public and private, statewide.

In addition to the annual state Dr. Martin Luther King observance, the Division collaborates on the annual I’ll make Me A World in Iowa celebration, which garners visitors and participants from all quadrants of the state. We collaborated with the Disproportionate Minority Confinement committee, which in 2002 launched its first annual State Conference. The Division was also a part of the task force that yielded the Governor’s Achievement Gap Initiative, currently in place in two targeted cities, Waterloo and Sioux City. The Department of Public Safety is in collaboration with the Division on rollout of and follow-up for the examination of State Patrol traffic stops, an outgrowth of the 2001 attempt by the Division to enact legislation in the area of racial profiling.

As a central repository on information by and about African Americans in Iowa, the Division on the Status of African Americans provides technical assistance to the Department of Education, The Department of Elder Affairs, the Department of Economic Development (particularly in the area of minority outreach for the Targeted Small Business program), and The Department of Civil Rights. Reaching into communities around the state, the Division Administrator accepted speaking engagements at The University of Northern Iowa, Kirkwood Community College, Corinthian Baptist Church, The Des Moines Family Violence Center, The DMC Mini-Conference in Sioux City, and also gave several interviews.

The Division is guided by the vision of nine commissioners, able and equitable representatives of the constituency around the state. Budget cuts and the resulting shortfalls necessitated a singular focus for the immediate future. Their work is focused in the area of education, one of the Governor’s Leadership Agenda items. Their rationale suggests that a well-educated, achievement-oriented constituency will reduce the necessity for ongoing expenditures in-----in the future.

In August of 2003, Governor Vilsack appointed Kimberly Baxter as the new Director of the commission. With new, energetic and visionary leadership, the commission looks forward to many years of continued service to the African American citizens of Iowa. As always, the Division encourages your cooperation and input.

Regards,

Dr. Ruth E. White
Director

Programs and Initiative Highlights

Strategic Planning

The Commissioners participated in Strategic Planning sessions in October 2002. In these sessions it was determined that Education, as evidenced by the gap in achievement levels compared to the majority population, is a key issue facing African American children in Iowa. A beginning strategy would attempt to assess the effectiveness of current legislation, as it pertains to African American students in selected school districts. From a list of education legislation, bills regarding accountability, learn fare, and technology were selected as the focus of the Commission assessment.

Information was solicited from the following school districts: Davenport, Des Moines, Dubuque, Fort Madison, and Keokuk. Results were overall, non-conclusive for the following reason: Information was not provided by the school district; information submitted by districts that did attempt to provide the information requested was often incomplete; some districts did not keep accurate statistics; other districts did not disaggregate information by race.

14th Annual Dr. Martin Luther King, Jr. Ceremony

Remember, Celebrate, Act! January 20, 2003, the State of Iowa celebrated the 14th year commemoration of the Reverend Dr. Martin Luther King, Jr. The event was held at the State of Iowa Historical Building, commencing with the signing of the proclamation by Governor Thomas Vilsack declaring January 21 through 24th Dr. Martin Luther King, Jr. Week. Over 250 friends, partners, and community leaders attend and enjoy this annual event, which recognized the legacy of Dr. King. For the past six years, the Commission has recognized individuals and groups for their commitment in striving for equality and devoting their lives to committing acts of kindness and performing acts of service in their communities. The recipients for 2003 included Joseph Ellis, Iowa Department of Personnel in Des Moines, for the Lifetime Achievement Award. The award for outstanding service projects were given to Outside In: African-American History in Iowa, 1838-2000, a statewide not-for-profit service project, a 600 page, 20 chapter, documented book of African-American history, the first of its kind, which includes almost 1,000 photographs, and was published by the State Historical Society of Iowa. The other award going to, Partners In Economic Progress (PEP) Academy, who provides programs to assure academic and career success for hundreds of African American youth, offering tutoring, mentoring, college preparation and business skills classes. Both of these projects were from the Des Moines area.

Educational Outreach /Advocacy/ Collaborations / Advisory Committee Participation

I'll Make Me A World In Iowa

A diverse collaboration of Iowans, which highlight African-American arts, culture and contributions through education, awareness and preservation during an annual enrichment celebration with continual educational outreach. In its fourth year, this event garners a considerable, statewide pool of visitors, a little over 1,000 each year, and devotes one day for educational outreach around African American History for students. The Commission has provided resource materials, valuable input, and support in this program since its inception. Lt. Governor Sally Pederson, and Christie Vilsack have been valuable supporters of this endeavor.

Iowa Coalition Against Sexual Assault – Women of Color Advisory Committee

The advisory committee was formed to involve women of color from across the state in recommending and researching effective ways to educate our communities about violence against women issues and to act as a referral /resource component to those who have needs in addition to sexually violent victimization issues. The committee also makes recommendations on services that may need to be offered differently to communities of color. The committee planned its third statewide conference “Different Colors of Violence III: Violence in Our Communities” for teens of color, held December 5-6, 2002. Over 120 high school students attended and 100 middle schoolers. The teens attend workshops filled with strategies to deal with violence and sexual assault in their communities. In June, the committee sponsored its first sexual assault training for African American clergy and church leaders.

Disproportionate Minority Confinement Committee of the Juvenile Justice Advisory Council

A committee developed by the Criminal & Juvenile Justice Program Advisory Council to reduce the incidence of disproportionate minority confinement of youth across the state. The first annual state conference was held in November 2002, with over 200 attendees from across the state. The conference focused on the overrepresentation of minority youth detained or confined in secure detention and secure correctional facilities, jails and lock-ups. Which is a significant problem in Iowa as well as nationally. The two-day conference, November 7th and 8th, was designed to examine the issues, explore potential solutions, learn about current efforts to reduce DMC, and provided resources to those who wanted to reduce DMC in their communities.

Tobacco Control Diversity and Disparities Workgroup

The Iowa Department of Public Health, with funding from a grant s from the Center for Disease Control & Prevention (CDC), established a workgroup tasked with creating an action plan, by analyzing data and identifying critical issues in each population, to be utilized by community partnerships. The action plan ensured comprehensive tobacco use prevention and control programming that addressed the needs of Iowa’s diverse and disparate populations. The Status of African-Americans provided input for the African American population in Polk County. The Plan was submitted to the CDC in December.

Friends of Iowa Civil Rights Commission – Diversity Conference Advisory Committee

This committee formed by the Friends of Iowa Civil Rights, Inc was established to plan a statewide diversity conference. The conference was planned for October 2002. Due to the September 11 tragedy the fund raising efforts were at a minimal and thus the conference was postponed until September 2003. Planning has been in process the entire fiscal year.

Employee and Family Resources– Women’s Initiative for Smoke-Free Education

A project established by Employee and Family Resources (EFR) to address the health consequences related to young women and tobacco use. This project will measurably reduce the harmful and deadly effects of tobacco use by decreasing the incidence of smoking and exposure to second-hand smoke among women of all ages within Polk County. The project’s goal will be accomplished through a unique peer leadership/mentoring process. Local women leaders were identified and trained in a research-based education model developed by the Centers for Disease Control and Prevention. Particular attention will be paid to age, race and ethnic diversity in selecting peer leaders and mentors and those receiving the training/mentoring services.

Network of Alliances Bridging Race and Ethnicity (NABRE)

NABRE is a network of national and community-based organizations working across the country to bridge racial and ethnic divisions. The importance of the network is to find ways to welcome new residents to communities in their cities, who speak diverse languages and have diverse cultural and religious practices. Communities must also address racial stereotypes, intergroup tensions, and institutional barriers. In collaboration with 5 other states, Iowa was the host of the second annual conference held May 15-16, 2003 at Drake University, with ICSAA as one of the conference partners.

The Coalition on Minority Health Issues

Knowledgeable presenters shared valuable information and resources about Diabetes and Diabetes prevention on November 16, 2003 as it relates to the African American community. ICSAA administrator presented her expertise on the subject as it relates to African American women. Various community agencies were in attendance with displays of resources and information.

Technical Assistance

The Status of African-Americans is a vehicle to provide information, services and referrals, and remains the bridge of communication between African Americans and state government. Over this past year, SAA was able to provide assistance to over 360 Iowans who contacted the Division with requests for assistance with resources, referrals, minority recruitment, training, and African American representation on various task forces and/or advisory committees. As an overview, over the past year, we have assisted the following entities:

- Parent and Training Information Center of Iowa – Literacy for Leaders
- US Department of Agriculture – Resource Directory for Iowa
- Iowa Department of Education – Bureau of Food and Nutrition; Governor Vilsack's Education Initiative on the Achievement Gap
- United Sisters of Black Hawk County – Women of Colors: Connecting in the Millennium and Beyond Annual Regional Conference
- Employee and Family Resources – 2003 Men's Health Summit: Issues and Interventions Impacting Men's Sexual and Physical Health
- AIDS Project of Central Iowa Leadership Summit – HIV and The African-American Community
- Jack & Jill of America, Incorporated – 50th Annual Central Region Teen Conference

Community Outreach-Newsletters

SAA produced and distributed two editions of "*The Iowa African-American Journal*" which was delivered statewide to over 2,700 constituents. Each edition can be found on our website, by clicking on publications; Fall 2002 and Winter 2002 / Spring 2003.

**Division on the Status of African-Americans
 Department of Human Rights
 Report of Expenditures
 Legislative Appropriation
 Fiscal Year 2003**

CATEGORY	TOTAL EXPENSES PAID AND ACCRUED	% OF BUDGET EXPENDED
SALARY & WAGES	\$92,768.76	77.0%
TRAVEL	\$5,682.00	4.6%
OFFICE SUPPLIES	\$982.11	0.8%
OTHER SUPPLIES	\$33.58	0.2%
SUBTOTAL PRINTING	\$1,201.56	1.0%
COMMUNICATION	\$1,419.77	1.0%
RENTALS	\$217.00	0.1%
ADVERTISING & PUBLICITY	\$2,204.58	2.0%
OUTSIDE SERVICES	\$195.45	0.1%
REIMBURSEMENTS TO OTHER AGENCIES	\$40.00	0.1%
ITS REIMBURSEMENTS	\$968.45	0.7%
DP NON-INVENTORY	\$4,168.00	3.4%
TOTAL EXPENSES PAID AND ACCRUED	\$109,715.00	91%
TOTAL LEGISLATIVE APPROPRIATION	\$121,329.00	
REMAINING FUNDS	\$11,614.00	

Iowa Code
Subchapter 10
Division on the Status of African-Americans

216A.141 Definitions.

For purposes of this subchapter, unless the context otherwise requires:

1. "Administrator" means the administrator of the division on the status of African-Americans of the department of human rights.
2. "Commission" means the commission on the status of African-Americans.
3. "Division" means the division on the status of African-Americans of the department of human rights.

216A.142 Establishment.

There is established a commission on the status of African-Americans to consist of nine members, appointed by the governor, and confirmed by the senate, to staggered four-year terms. At least five members shall be individuals who are African-American. Members shall be appointed representing every geographical area of the state. No more than a simple majority of the commission shall be of the same political party. The members of the commission shall appoint from its membership a commission chairperson and a vice chairperson and other officers as the commission deems necessary. Vacancies on the commission shall be filled for the remainder of the term of the original appointment.

216A.143 Meetings of the commission.

The commission shall meet at least once each quarter and may hold special meetings on the call of the chairperson. The commission may adopt rules pursuant to chapter 17A as it deems necessary for the conduct of its business. The members of the commission shall be reimbursed for actual expenses while engaged in their official duties. Members may

also be eligible to receive compensation as provided in section 7E.6.

216A.144 Objectives of commission.

The commission shall study the changing needs and problems of African-Americans in this state, and recommend new programs, policies, and constructive action to the governor and the general assembly including, but not limited to, the following areas:

1. Public and private employment policies and practices.
2. Iowa labor laws.
3. Legal treatment relating to political and civil rights.
4. African-American children, youth, and families.
5. Expanded programs to assist African-Americans as consumers.
6. The employment of African-Americans and the initiation and sustaining of African-American businesses and African-American entrepreneurship.
7. African-Americans as members of private and public boards, committees, and organizations.
8. Education, health, housing, social welfare, human rights, and recreation.
9. The legal system, including law enforcement, both criminal and civil.
10. Social service programs.

216A.145 Employees and responsibility.

The administrator shall be the administrative officer of the division and shall be responsible for implementing policies and programs. The administrator may employ, in accordance with chapter 19A, other persons necessary to carry out the programs of the division.

216A.146 Duties.

The commission shall do all of the following:

1. Serve as an information clearinghouse on programs and agencies operating to assist African-

Americans. Clearinghouse duties shall include, but are not limited to:

- a. Service as a referral agency to assist African-Americans in securing access to state agencies and programs.
 - b. Service as a liaison with federal, state, and local governmental units and private organizations on matters relating to African-Americans.
 - c. Service as a communications conduit to state government for African-American organizations in the state.
 - d. Stimulation of public awareness of the problems of African-Americans.
2. Conduct conferences and training programs for African-Americans, public and private agencies and organizations, and the general public.
 3. Coordinate, assist, and cooperate with public and private agencies in efforts to expand equal rights and opportunities for African-Americans in the areas of: employment, economic development, education, health, housing, recreation, social welfare, social services, and the legal system.
 4. Serve as the central permanent agency for the advocacy of services for African-Americans.
 5. Provide assistance to and cooperate with individuals and public and private agencies and organizations in joint efforts to study and resolve problems relating to the improvement of the status of African-Americans.
 6. Publish and disseminate information relating to African-Americans, including publicizing their accomplishments and contributions to this state.
 7. Evaluate existing and proposed programs and legislation for their impact on African-Americans.
 8. Coordinate or conduct training programs for African-Americans to enable them to assume leadership positions.
 9. Conduct surveys of African-Americans to ascertain their needs.

10. Assist the department of personnel in the elimination of underutilization of African-Americans in the state's workforce.

11. Recommend legislation to the governor and the general assembly designed to improve the educational opportunities and the economic and social conditions of African-Americans in this state.

216A.147 Additional authority.

The commission may do any or all of the following:

1. Do all things necessary, proper, and expedient in accomplishing the duties listed in section 216A.146 and this section.
2. Hold hearings.
3. Enter into contracts, within the limit of funds made available, with individuals, organizations, and institutions for services furthering the objectives of the commission as listed in section 216A.144.
4. Seek advice and counsel of informed individuals and organizations, in the accomplishment of the objectives of the commission.
5. Apply for and accept grants of money or property from the federal government or any other source, and upon its own order use this money, property, or other resources to accomplish the objectives of the commission.

216A.148 Access to information.

For the purpose of research and study, the commission and the administrator shall have access to all nonconfidential records, data, information, and statistics of all departments, boards, commissions, agencies, and institutions of this state.

216A.149 Annual report.

Not later than August 1 of each year, the commission shall file a report with the governor and the general assembly of its activities for the previous fiscal year and its programmatic priorities for the current year beginning July 1. The commission may submit with the report any recommendations pertaining to its affairs and shall submit recommendations for legislative consideration and other action it deems necessary.

Administrative Rules
Status of Blacks Commission [434]
IAC 8/17/94, 7/14/99

CHAPTER 1
ORGANIZATION

434-1.1(216A) Commission on the status of blacks.

1.1(1) *Commission established.* The commission on the status of blacks is established, pursuant to Iowa Code section 216A.142, consisting of nine members. The members of the commission are appointed by the governor, to serve terms of not more than four years per appointment, and confirmed by the senate. In addition, the director of the department of human rights will serve as an ex-officio member of the commission.

1.1(2) *Nominations.* Nominations for commission officers shall be made in March of each year. An official ballot shall be prepared and ballots shall be cast at the May meeting.

1.1(3) *Election.* Officers shall hold office for one year, July 1 through June 30, unless removed by two-thirds vote of the commission. No officer shall hold the same office for more than three consecutive terms.

1.1(4) *Meetings.* The commission on the status of blacks shall meet every other month and may hold special meetings on the call of the chairperson. Six members of the commission shall constitute a quorum. A simple majority of the quorum is necessary to carry or defeat a motion.

a. Nonattendance. In accordance with Iowa Code section 69.15, any person who has been appointed to serve on the commission shall be deemed to have submitted a resignation from the commission if any of the following occurs:

- (1) The person does not attend three or more consecutive regular meetings.
- (2) The person attends less than half of the regular meetings in any period of 12 calendar months, beginning July 1.

b. Persons wishing to appear before the commission shall submit a written request to the division administrator not less than four weeks prior to a scheduled meeting. The written request shall include ten copies of any materials the requester desires the commission to review. Presentations may be made at the discretion of the chairperson and only upon matters appearing on the agenda.

c. Special meetings may be called by the chairperson only upon finding good cause and shall be held in strict accordance with Iowa Code chapter 21.

d. Cameras and recording devices may be used at open meetings, provided they do not obstruct the meeting.

e. The presiding officer of a meeting may exclude any person from the meeting for repeated behavior that disrupts the meeting.

f. Cases not covered by these rules shall be governed by Robert's Rules of Order (newly revised edition).

1.1(5) *Minutes.* Minutes of the commission meetings are prepared and sent to all commission members. Approved minutes are available at the division office for inspection during regular business hours.

1.1(6) *Duties.* In accordance with Iowa Code section 60IK.146, the commission shall serve as an information clearinghouse on programs and agencies operating to assist blacks. Clearinghouse duties shall include, but are not limited to:

- a.* Serving as a referral agency to assist blacks in securing access to state agencies and programs.

- b. Serving as a liaison with federal, state, and local governmental units and private organizations on matters relating to blacks.
 - c. Serving as a communications conduit to state government for black organizations in the state.
 - d. Stimulating of public awareness of the problems of blacks.
 - e. Conducting conferences and training programs for blacks, public and private agencies and organizations, and the general public.
 - f. Coordinating, assisting, and cooperating with public and private agencies in efforts to expand equal rights and opportunities for blacks in the areas of employment, economic development, education, health, housing, recreation, social welfare, social services, and the legal system.
 - g. Serving as the central permanent agency for the advocacy of services for blacks.
 - h. Providing assistance to and cooperating with individuals and public and private agencies and organizations in joint efforts to study and resolve problems relating to the improvement of the status of blacks.
 - i. Publishing and disseminating information relating to blacks, including publicizing their accomplishments and contributions to this state.
 - j. Evaluating existing and proposed programs and legislation for their impact on blacks.
 - k. Coordinating or conducting training programs for blacks to enable them to assume leadership positions.
 - l. Conducting surveys of blacks to ascertain their needs.
 - m. Assisting the department of personnel in the elimination of underutilization of blacks in the state's workforce.
 - n. Recommending legislation to the governor and the general assembly designed to improve the educational opportunities and the economic and social conditions of blacks in the state.
- 1. 1(7) Additional authority.** In accordance with 60 1 K. 147, the commission may do any or all of the following:
- a. Do all things necessary, proper, and expedient in accomplishing the duties listed in 1. 1(6) and this subrule.
 - b. Hold hearings.
 - c. Issue subpoenas, in accordance with Iowa Code section 17A. 13, so that all departments, divisions, agencies, and offices of the state shall make available, upon request of the commission, information which is pertinent to the subject matter of the study and which is not by law confidential.
 - d. Enter into contracts, within the limits of funds made available, with individuals, organizations, and institutions for services furthering the objectives of the commission as listed herein below:
The commission shall study the changing needs and problems of blacks in this state and recommend new programs, policies, and constructive action to the governor and the general assembly including, but not limited to, the following areas:
 - (1) Public and private employment policies and practices.
 - (2) Iowa labor laws.
 - (3) Legal treatment relating to political and civil rights.
 - (4) Black children, youth, and families.
 - (5) The employment of blacks and the initiation and sustaining of black businesses and black entrepreneurship.
 - (6) Blacks as members of private and public boards, committees, and organizations.
 - (7) Education, health, housing, social welfare, human rights, and recreation.
 - (8) The legal system, including law enforcement, both criminal and civil.
 - (9) Social service programs.

- e. Seek advice and counsel of informed individuals and organizations in the accomplishment of the objectives of the commission.
- f. Apply for and accept grants of money or property from the federal government or any other source, and upon its own order use this money, property, or other resources to accomplish the objectives of the commission.

434-1.2(216A) Division on the status of blacks. The division on the status of blacks, within the department of human rights, was created pursuant to Iowa Code section 216A.1 and is required to advocate, coordinate, implement, and provide services to, and on behalf of, black citizens. The commission on the status of blacks is responsible for establishing policies for the division on the status of blacks to be carried out by the administrator of the division as set out in Iowa Code section 216A. 145.

434-1.3(216A) Organization.

1.3(1) Location. The division on the status of blacks consists of an office located in the Department of Human Rights, first floor, Lucas State Office Building, Des Moines, Iowa 50319. The telephone number is (515) 281-3855. The hours of operation are 8 a.m. to 4:30 p.m., Monday through Friday.

1.3(2) Composition of staff.

a. *Administrator.* The governor shall appoint the administrator, subject to confirmation by the senate. The administrator shall serve at the pleasure of the governor. The administrator is responsible for the overall administration of the program. The administrator recruits, interviews, appoints, trains, supervises, evaluates, and terminates staff; plans and oversees the execution of the budget; ensures provision of adequate services in the application of policies, rules, and regulations; determines the number and type of personnel and makes staffing and budgetary recommendations to the commission; develops, establishes, and maintains cooperative working relations with public and private agencies and organizations; identifies legislative issues; interprets program objectives and promotes public interest in and the acceptance of the division on the status of blacks; and maintains an adequate reporting system for necessary records.

b. *Consultants.* The consultant is responsible for planning programs for the division; developing training activities consistent with program requirements; facilitating and presenting training activities to private and public agencies; identifying and making application to grant programs to assist with program initiatives; organizing and implementing informational programs that serve the public; and conducting research and studies that are necessary to program operations.

These rules are intended to implement Iowa Code sections 216A.141 to 216A.149.

[Filed 1/2/91, Notice 11/28/90-published 1/23/91, effective 2/27/91]

[Filed emergency 7/22/94-published 8/17/94, effective 7/22/94]

CHAPTER 2

PUBLIC RECORDS AND FAIR INFORMATION PRACTICES

434-2.1(22) Adoption by reference. The commission adopts by reference 421-Chapter 2, Iowa Administrative Code.

434-2.2(22) Custodian of records. The custodian for the records maintained by this division is the division administrator.

These rules are intended to implement Iowa Code Section 22.11.

[Filed 1/2/91, Notice 11/28/90-published 1/23/91, effective 2/27/91]

CHAPTER 3
PETITIONS FOR RULE MAKING

434-3.1(17a) Adoption by reference. The division on the status of African-Americans hereby adopts the petitions for rule making segment of the Uniform Rules on Agency Procedure printed in the first volume of the Iowa Administrative Code, with the following amendments:

1. In lieu of the words "designate office", insert "division on the status of African-Americans, department of human rights".
2. In lieu of the words "(AGENCY NAME)", insert "DIVISION ON THE STATUS OF AFRICAN-AMERICANS."
3. In lieu of the words "designate official by full title and address)", insert "Administrator, Division on the Status of African-Americans, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319".

These rules are intended to implement Iowa Code chapter 17A as amended by 1998 Iowa Acts, chapter 1202.

[Filed 6/25/99, Notice 4/7/99 - published 7/14/99, effective 8/18/99]

Iowa Counties with Significant African-American Populations*

Total Iowa Population: 2,926,324
 Total African-Americans: 61,853 (2.1% of total)

County	Total Population	Total African-Americans	Percentage
Black Hawk	128,012	10,179	7.95%
Bremer	23,325	112	0.48%
Cerro Gordo	46,447	373	0.80%
Clinton	50,149	946	1.89%
Crawford	16,942	129	0.76%
Dallas	40,750	300	0.74%
Des Moines	42,351	1,511	3.57%
Dubuque	89,143	767	0.86%
Fayette	22,008	116	0.53%
Hardin	18,812	116	0.62%
Henry	20,336	302	1.49%
Jasper	37,213	309	0.83%
Jefferson	16,181	104	0.64%
Johnson	111,006	3,223	2.90%
Jones	20,221	361	1.79%
Lee	38,052	1,066	2.80%
Linn	191,701	4,919	2.57%
Mahaska	22,335	142	0.64%
Marion	32,052	134	0.42%
Marshall	39,311	365	0.93%
Muscatine	41,722	294	0.70%
Page	16,976	282	1.66%
Polk	374,601	18,113	4.84%
Pottawattamie	87,704	671	0.77%
Poweshiek	18,815	103	0.55%
Scott	158,668	9,689	6.11%
Story	79,981	1,463	1.83%
Wapello	36,051	337	0.93%
Warren	40,671	108	0.27%
Winneshiek	21,310	108	0.51%
Webster	40,235	1,364	3.39%
Woodbury	103,877	2,097	2.02%

Shaded areas represent counties with 100 or more African-Americans

