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Iowa Commission on the Status of African-Americans

Annual Report  
Fiscal Year 2005  
July 1, 2004 – June 30, 2005

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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 balanced by political party and gender. 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.

### **2005 Commission Members**

BEVERLY ALLEN	Des Moines	term expires 2008
G. CURTIS BAUGH	Pella	term expires 2006
DR. MICHAEL BLACKWELL	Waterloo	term expires 2006
JAMIE HOWARD	Davenport	term expires 2008
ISAIAH "IKE" JOHNSON	Denison	term expires 2006
THOMAS SIMMONS	Adel	term expires 2008
LORETHA TAGGATZ	Fort Dodge	term expires 2008
JEROME THOMAS	Dubuque	term expires 2008
CHARLOTTE WESTERHAUS	Cedar Rapids	term expires 2009

Ex-officio Member  
 Walter Reed, Jr., Director  
 Department of Human Rights

### **Iowa Commission on the Status of African-Americans 2005 Staff**

KIMBERLY BAXTER	Administrator	appointed August 2003
KIM CHEEKS	Program Planner	joined staff 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.

## Programs and Initiatives

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### 16<sup>th</sup> Annual Dr. Martin Luther King, Jr. Ceremony

On January 17, 2005, the State of Iowa celebrated 16 years of commemorating the late Reverend Dr. Martin Luther King, Jr. The event was held at the State of Iowa Historical Building, with the signing of a proclamation by Governor Thomas Vilsack, declaring the week of January 17<sup>th</sup>, Dr. Martin Luther King, Jr. Week. Over 350 attendees gathered to honor and enjoy this annual event. The Commission recognizes individuals and groups each year for their commitment in striving for equality, devoting their lives to committing acts of kindness, and performing services in their communities. Janice Edmunds-Wells of Des Moines was selected to receive the award for Lifetime Achievement. The award for outstanding service project was awarded to Alice Clinton-Boyd also of Des Moines.



### Legislative Breakfast

In February, the Iowa Commission on the Status of African-Americans, and other divisions in Human Rights, hosted a breakfast with the legislators. The purpose of the event was to allow commissioners a brief conversation with legislators, highlighting the goals and priorities of each commission. Seventeen senators and thirty five representatives joined the commissioners and division staff for an informative session. ICSSAA looks forward to meeting next session with the legislators.



## **The Iowa African-American Journal**

ICSAA produced five editions of *“The Iowa African-American Journal”* including a special **“Black History Edition”** which was distributed to constituents, partners, and legislators across the state. Each edition can be accessed through our website.

## **Iowa’s First**

In support of Black History month, the Iowa Commission on the Status of African Americans is committed to educating the community and reminding every individual of the significant contributions African Americans have made in Iowa. To accomplish this effort, ICSAA provided information on twenty-eight extraordinary African Americans whose acts and deeds uplifted the community by breaking barriers in their perspective lives and careers to become pioneers as **“Iowa’s First.”** Each day during the month of February, ICSAA featured a different individual and their accomplishments, so every Iowan could continue to learn from our history. The information was distributed to constituents, partners, and legislators across the state and is also available via the website.

### **2005 – Iowa’s First**

**February 1** – Willie Glanton - the first African American woman elected to the Iowa State Legislature, and the first woman African American woman elected president of the Iowa Chapter of the Federal Bar Association.

**February 2** – Jimmy Porter and Afro American Community Broadcasting, Inc. - first African American owned non-profit radio station.

**February 3** – LaMetta Wynn - the first African American woman to hold the office of mayor in Iowa.

**February 4** – George Stigler - the first African American appointed to a Black Hawk County District Court bench.

**February 5** – Elizabeth Robinson - the first African American woman to chair the Iowa Board of Paroles.

**February 6** – Lloyd Ward – the first African American Chief Executive Officer for Maytag, a Fortune 500 company.

**February 7** – Almo Hawkins - the first African American news anchorperson who became Iowa’s first African American woman nominee for Lieutenant Governor of a major political party.

**February 8** – Berlinda Tyler Jamison - the first African American woman president of a health care facility.

**February 9** – Preston Daniels - the first African American elected to the Des Moines City Council, and the City of Des Moines’ first African American mayor.

**February 10** – Al Saunders - the first African American mayor of an Iowa town or city.

- February 11** – Deborah A. Turner - the first African American woman gynecologic oncologist.
- February 12** – Teree Caldwell-Johnson - the first African American woman elected County Manager for Polk County.
- February 13** – Thomas Mann - the first African American elected to the Iowa Senate.
- February 14** – Nolden Gentry - the first African American appointed to the Iowa Board of Regents.
- February 15** – Don Nickerson - the first African American U.S. Attorney.
- February 16** – Fred Gilbert - the first African American vice president of an Iowa community college, Des Moines Area Community College (DMACC).
- February 17** – James A. Harris - the first African American to be elected to the presidency of the National Educational Association.
- February 18** – Phillip G. Hubbard - Iowa's first African American administrator of a state university.
- February 19** – Paula Mahone and Karen Drake - the first doctors (let alone African Americans) to deliver the world's first known living septuplets.
- February 20** – C. Vivian Stringer - the first African-American to coach a Big Ten women's basketball team.
- February 21** – Catherine G. Williams - the first African American woman inducted into the Iowa Women's Hall of Fame.
- February 22** – Cecil Reed - the first African American republican elected to the House of Representatives.
- February 23** – James Cook - the first African American Detective Sergeant in Waterloo.
- February 24** – Cheryl Brown - the first African American to win the title of Miss Iowa.
- February 25** – Betty Jean Hyde - the first African American to receive the Iowa Teacher of the Year Award.
- February 26** – Veronica Butler - the first African American woman to enter private practice in Iowa.
- February 27** – James Bowman - the first African American assistant superintendent of Des Moines Public Schools.
- February 28** – African American Historical Museum and Cultural Center of Iowa - the first large scale African American museum.

## **Outreach and Collaborations**

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ICSAA operates on a very limited budget. As a result, the division has had the opportunity to collaborate with a number of agencies and organizations on special events with statewide participation. The following programs included valuable input, resources, and physical manpower by the division in fiscal year 2005.

### **I'll Make Me A World In Iowa (IMMAWII)**

The seventh annual celebration of IMMAWII was held, highlighting African-American arts, culture and contributions through education, awareness, preservation and continual educational outreach. This event garners a little over 1,000 visitors each year, and devotes one day for educational outreach around African American History for students. Lt. Governor Sally Pederson and Iowa's First Lady Christie Vilsack, continue to be valuable supporters of this endeavor. The Commission served on executive and advisory boards and continued to provide resource materials, input, and support of the program since its inception in 1999.

### **Iowa Coalition Against Sexual Assault – Women of Color Advisory Network (IowaCASA)**

The Women of Color Advisory Network planned its fifth statewide conference "Different Colors of Violence V: Respect & Protect in our Communities" for teens of color, held in December 2004. Over 300 middle and high school students attended the two day event. The informational and interactive workshops were filled with strategies to identify and prevent violence in their homes, schools, communities and personal relationships. In April, the committee sponsored a sexual assault vigil for victims in the Des Moines community. The IowaCASA advisory committee was formed to involve women of color from across the state to recommend and research effective ways to educate our communities about violence against women and act as a referral/resource component to those who have needs in addition to sexually violent victimization issues. The advisory committee also makes recommendations on services that may need to be offered differently to communities of color. ICSAA continues to be a viable source for this advisory committee since its inception in 1999.

### **Disproportionate Minority Confinement Committee of the Juvenile Justice Advisory Council (DMC)**

The third annual state conference was held in December, with over 300 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 was designed to examine issues, explore potential solutions, provide information about current efforts to reduce DMC and provide resources to those who wanted to reduce DMC in their communities. This committee was developed by the Criminal & Juvenile Justice Program Advisory Council to reduce the incidence of disproportionate minority confinement of youth across the state. ICSAA provides valuable input and resources for this advisory committee since its inception in 2001.

### **Friends of Iowa Civil Rights Commission – Statewide Diversity Conference – Iowa's Mosaic**

The second statewide conference, formed by the Friends of Iowa Civil Rights, Inc., was held in November at the Scheman Center in Ames, Iowa. Dr. Julianne Malveaux, who is an economist, author and commentator, served as the keynote speaker presenting her views on issues such as race, culture, gender, and their economic impacts shaping public views in 21<sup>st</sup> century America. Iowa native GregAlan Williams returned to bring a



powerful message on stepping up and speaking up! “Iowa’s Mosaic” was filled with workshops to empower over 400 attendees to celebrate Iowa’s many unique cultures. ICSAA provides valuable input to the advisory and planning committees since its inception in 2002.

### **White Privilege Conference (WPC)**

Central College hosted the 6<sup>th</sup> annual White Privilege Conference in April 2005. The conference hosts a diverse cast of participants and speakers each year. The conference takes a comprehensive look at complex issues related to privilege and oppression. WPC addresses the society in which we live and the advantages that accrue for some but not others. Participants gain strategies and skills to dismantle these systems of privilege and oppression. ICSAA continues to be an avid supporter of this conference through promotion and technical assistance.

### **Help America Vote Act (HAVA)**

The Help America Vote Act provides Iowa with an opportunity to improve our good elections process. This new federal initiative, known as HAVA, was signed into law in 2002. It received overwhelming bipartisan Congressional support, including the votes of all Iowans serving in Congress and our U.S. Senators. The purpose of HAVA is to assure access to polling places and the entire election process in each state for persons with disabilities, and to remove any discrimination in Iowa polling places for all citizens. The Secretary of State’s office partners with ICSAA to obtain input on training of election staff and assistance with providing outreach to minority groups across the state.

### **40<sup>th</sup> Anniversary of Civil Rights Act Statewide Celebration**

The 40<sup>th</sup> Anniversary of the passage of the 1964 United States Civil Rights Act was celebrated in conjunction with the annual Blues Fest, on the Mississippi River levee at LeClaire Park in Davenport, Iowa, July 2-4, 2004. The landmark law prohibited racial discrimination in public accommodations, publicly owned or operated facilities, employment and union membership, and voter registration. The Civil Rights Celebration featured Dr. Ruth White, former Human Rights director, nationally recognized Civil Rights speaker, Reverend C.T. Vivian, SST Communications performing “Synergy from Others”, Dr. Eddie Moore Jr. and included adult and children’s activities in addition to Blues Bands and activities historically related to the Blues Fest. ICSAA provided input on the planning committee and assisted in hosting the celebration.

### **Great Places**

ICSAA, along with 18 other state agencies and divisions was a part of the Great Places planning consortium. ICSAA was a key player in the initial budget offer for this initiative under the direction of Cultural Affairs. The offer was submitted by Cultural Affairs with a component for ICSAA to become a key partner for this program and to provide technical assistance. ICSAA worked with other state agencies to develop the program, program guidelines, and marketing plan of this new initiative this past year. Governor Tom Vilsack provided a first look at plans for the Great Places initiative, which he announced in his Condition of the State Address and created with Executive Order 39 in January 2005. The Great Places concept emerged through the state’s new purchasing results budget process in the area of transforming Iowa’s economy. It is designed to bring together the resources of state government to build capacity in communities, regions, neighborhoods or districts to cultivate the unique and authentic qualities that make Iowa special. The Great Places initiative will also bolster the state’s other successful economic tools like Vision Iowa and the Iowa Values Fund. Eight regional forums were held in May and June 2005 to kick off the initiative. Forums were held in Clear Lake, Spencer, Council Bluffs, Pella, Cedar

Falls, Muscatine, Cedar Rapids, and Des Moines. ICSAA helped facilitate the Cedar Rapids event and to date, the Great Places initiative has received over 150 offers to participate in the new program. ICSAA continues to provide input and participate in the planning of this initiative.

#### **40<sup>th</sup> Anniversary of U.S. Voting Rights Act – Event to be held in August 2005**

To celebrate the legacy of voting rights, and to educate and engage Iowans about the history and future of our right to vote, the Secretary of State and a coalition of Iowa organizations are developing a “Celebrate Voting” initiative. It will include a series of events in communities throughout the state – all designed as a tribute to the 40<sup>th</sup> anniversary of the Voting Rights Act, the 85<sup>th</sup> anniversary of the 19<sup>th</sup> Amendment, and the dynamic process that continues to expand access to voting for all citizens. In August, it will be 40 years since President Johnson signed the Voting Rights Act, which codified and put into effect the 15<sup>th</sup> Amendment’s guarantee that “no person shall be denied the right to vote on account of race or color.” With this milestone, and before it the passage of the 19<sup>th</sup> Amendment to secure voting rights for women (1920), we are reminded that voting in America has been an evolving process. ICSAA continues to provide input and participate in the planning of this statewide event.

#### **Department of Public Safety & ICSAA Recruitment Fairs**

Last Spring, the Iowa Department of Public Safety (DPS) and ICSAA, visited with Iowans across the state to discuss the issue of racially biased policing and the well being between law enforcement agencies and minority communities. Loud and clear, Iowa’s minority communities voiced dissatisfaction with being underrepresented professionally in the Iowa State Patrol and other law enforcement agencies. The Department of Public Safety is taking great strides to repair this shortcoming by aggressively recruiting minorities and women into the application process. DPS hosted with ICSAA, two job information receptions in Cedar Falls and Waterloo in May 2005, for those interested in exploring a career with the Iowa Department of Public Safety. DPS is committed to making an effective outreach to all citizens and aims to recruit and hire the most qualified and dedicated applicants. ICSAA continues to provide input, host and provide technical assistance for this initiative.



## Technical Assistance

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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, ICSAA was able to provide assistance to over 500 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.

Areas in which SAA offers technical assistance include but are not limited to:

Assessment	Employment Referral
Data and Statistics	Housing Referral
Diversity / Cultural Competency Training	Outreach and Marketing
Education Assistance	Program Development

ICSAA provided technical assistance to community, religious and faith-based organizations, and local, state, and federal government agencies in fiscal year 2005. The list includes, but is not limited to:

African American Historical Museum – Waterloo	Hamilton Business College
African American Leadership Coalition	Hawkeye Community College
African American Male National Council	Iowa Attorney General
American Heart Association	Iowa Bystander
Bankers Trust	Iowa Civil Rights Commission
Central College, Pella	Iowa Council for International Understanding
Citizens for Community & Justice	Iowa Juneteenth Committee
Creative Visions	Iowa Legislators
Davenport Civil Rights Commission	Iowa State University
Department of Administrative Services	Iowa Workforce Development
Department of Corrections	ISED Ventures
Department of Cultural Affairs	League of Human Rights Agencies
Department of Economic Development	Mercy Hospital
Department of Education	NAACP
Department of Human Services	National Conference for Community & Justice (NCCJ)
Department of Public Health	African Welfare Commission
Department of Public Safety	Office of Secretary of State
Department of Transportation	Polk County DECAT
Des Moines University	Polk County Victim Assistance
DMACC Re-entry Program	Principal Financial
DMC Advisory Council	Sioux City School District
Drake University	Sisters on Target
Employee & Family Resources (EFR)	Small Business Administration
Family Planning Council	U.S. Department of Justice
Friends of Iowa Civil Rights Commission	Waterloo School District
Habitat for Humanity	Young Women’s Resource Center

## **Status of African American Iowans – How are we doing?**

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In 1850, when the first census was taken, African Americans made up less than 1% of the population. Slavery was never permitted in Iowa, and in 1857, African Americans were given property rights and legal standing in courts, and yet were still deprived the right to vote, sit on juries and be members of the General Assembly by the constitution. Finally, in 1868, Iowa became one of five states to give African Americans the right to vote.

According to the 2000 Census, African Americans comprise over 2% of the total population of Iowa. Today 89% of African Americans live in urban areas of Iowa. Cities with the most significant populations are Des Moines, Waterloo, Davenport, Cedar Rapids, Iowa City, Sioux City, Burlington, Ames, Fort Dodge, Fort Madison, and Clinton.

### **Income & Economic Development**

African Americans earn nearly 40% less per capita than Whites. In 1999, income per capita for African Americans was \$12,400, while Whites earned \$20,249. Twenty seven percent of black families lived in poverty and were four times as likely to live below the poverty level. Single women accounted for 70% of the heads of household in African American families. Although Iowa is experiencing record low unemployment levels, African Americans in the state continue to have difficulty getting jobs. African Americans make up 2.3% of the labor force in Iowa, yet in some counties, notably Polk, Scott and Black Hawk counties, African American unemployment rates are in the double digits. ICSAA has met with the Iowa Department of Economic Development and Iowa Workforce Development to discuss progressive programs to target underutilized labor pools.

### **Law and Justice**

Iowa rates as the number one state in the nation in the incarceration of African Americans. While African Americans make up less than 3% of the total population, they are 23% of the prison population. Iowa, like many states across the nation are beginning to take action against the illegal targeting of minority motorists by law enforcement. Many of Iowa's African American citizens have complained that they have been subjected to harassment and civil rights violations by police and other officers on a daily basis. ICSAA will continue to work with state, local and federal agencies, to develop strategies for calling attention to this issue and developing plans to mitigate such harassment and discrimination.

### **Education**

In 2004, Iowa graduated 34,403 students, of which, 901 were African American. However, African American eleventh grade students showed a reading proficiency rate of only 49.6% in the

2002-2004 measures. ICSAA recognizes the importance of a good education for all of Iowa's students, and remains committed to working with the Iowa Department of Education and local Schools to improve reading and math proficiencies for African American students. Additionally, Iowa is experiencing a shortage of teachers of all ethnic backgrounds. ICSAA continues to assist the Iowa Department of Education with the evaluation of diversity initiatives within the comprehensive strategy for the recruitment and retention of qualified teachers. ICSAA will continue its educational outreach initiatives by presenting information to educators across the state about the condition of African American Iowans and will continue to provide referrals for agencies and organizations that are interested in diversity consultation. Although Iowa schools are legislatively mandated to have multicultural curriculum, very few are doing so satisfactorily. ICSAA will continue to serve as a resource to support multicultural curriculum through the provision of technical information and referrals.

## **Health**

African-Americans are dying from heart disease, stroke and cancer at rates that are disproportionate to those of whites. In addition to working with the Iowa Department of Public Health, American Cancer Society and American Heart Association, ICSAA developed a "health corner" in the quarterly newsletter in an effort to address various health issues impacting the African American community. Based on the data, we know that the top 5 causes of death for Iowa's African American population in 2001 were:

1. Major Cardiovascular Diseases (CVD's)
2. Cancer
3. Unintentional Injuries
4. Diabetes Mellitus
5. Certain Conditions Originating in the Perinatal Period

ICSAA will continue to work with state and local agencies to distribute health awareness information to our constituents throughout Iowa, and continue to partner with various state and local agencies to develop health programs and local initiatives that will serve to educate the African American community and promote healthy lifestyles.

(Source: 2000 U.S. Census Bureau, 2002 Vital Statistics of Iowa – Iowa Department of Public Health, Iowa Department of Public Health Bureau of Disease Prevention and Immunization, 2004 Kids Count Data Book, Criminal & Juvenile Justice Planning - Iowa Prison Population Forecast 2003-2013; Diet-Related Chronic Diseases That Disproportionately Affect African-American Men – Iowa vs. National Statistics; Iowa Department of Education, Basic Educational Data Survey, Enrollment File, 2004-2005.)

# Agenda 2005

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## Education

- ***Increase African-American Teachers in Iowa***

Iowa is experiencing a shortage of teachers of all ethnic backgrounds. ICSAA will assist the Iowa Department of Education with the evaluation of diversity initiatives within the comprehensive strategy for the recruitment and retention of qualified teachers.

- ***Increase Diversity Training for Education Professionals***

ICSAA will continue its educational outreach initiatives by presenting information to educators across the state about the condition of African American Iowans. ICSAA will continue to provide referrals for agencies and organizations that are interested in diversity consultation.

- ***Expand Multicultural Curriculum***

Although schools are legislatively mandated to have non-sexist, multicultural curriculum, very few are doing so satisfactorily. ICSAA will continue to serve as a resource to support multicultural curriculum through the provision of technical information and referrals.

## Health

- ***Decrease the Disproportionate Infant Mortality Rate of African-American Iowans***

Iowa has the second highest African American infant mortality rate in the nation. Presently, African American babies die at a rate that is three times higher than that of whites. As part of the “Minority Health Advisory Committee”, ICSAA will work with the Iowa Department of Public Health (IDPH) to help develop solutions.

- ***Increase Health Promotion of African-American Iowans***

African-Americans are dying from heart disease, stroke and cancer at rates that are disproportionate to those of whites.

## Criminal Justice

- ***Decrease the Disproportionate Incarceration Rate of African-American Iowans***

Iowa rates as the number two state in the nation in the incarceration of African Americans. While African Americans make up less than 3% of the total population, they are 23% of the prison population. ICSAA will serve on the “Governor’s Task Force on the African-American Prison Population” to fully research the issue and to make recommendations to the Governor that will meaningfully address the issue.

- ***Decrease Racial Profiling***

Many states across the nation are beginning to take action against the illegal targeting of minority motorists by law enforcement. Iowa needs to face the reality that many of its African American citizens are subjected to harassment and civil rights violations by police and other officers on a daily basis. ICSAA will work with the Commission on Latino Affairs to develop strategies for calling attention to this issue. Some initiatives include recommendations for legislation or executive orders that prohibit racial profiling and call for traffic studies.

## Economic Development

- ***Decrease the Disproportionate Unemployment Rate of African-American Iowans***

Although Iowa is experiencing record low unemployment levels, African-Americans in the state continue to have difficulty getting jobs. African Americans make up 2.3% of the labor force in Iowa, yet in some counties, notably Polk, Scott and Black Hawk counties, African American unemployment rates are in the double digits. ICSAA has met with the Iowa Department of Economic Development and Iowa Workforce Development to discuss progressive programs to target underutilized labor pools.

- ***Support African-American Entrepreneurship***

ICSAA has collaborated with the U.S. Small Business Administration to identify ways to do effective outreach to potential African American business owners.

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## 2005 Legislative Priorities

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The Commission on the Status of African Americans was created to fulfill the duty of the state to improve the status of African Americans who, for economic or social reasons, find themselves disadvantaged or isolated from the benefits of equal opportunity. Issues of disparity and institutional racism deeply affect the success and status of Iowa's African American citizens.

During the 2005 legislative session, the Commission will focus on a broad range of proposed legislation that will move the State of Iowa toward the Commission's goal in each of the Commission's four priority areas: education, health, law and justice, and economic development.

### LAW AND JUSTICE

#### **Commission Goal – Justice and equality under the law for all African Americans.**

African Americans are negatively and disproportionately affected by the justice system. The Commission will follow criminal and social justice legislation, including bills addressing:

- Restoration of voting rights – post felony conviction
- Disproportionality in sentencing and in rates of incarceration

### EDUCATION

#### **Commission Goal – Create an environment of educational excellence for African American students.**

Education is a critical factor in the success of all African Americans. The Commission will focus on education proposals supporting and furthering the Commission's education goal(s), including proposals to:

- Develop and expand cultural competency tools to close the student achievement gap and enhance student performance
- Decrease student dropout rate
- Increase efforts to recruit additional minority teachers
- Increase student proficiency by decreasing minority achievement gap

### HEALTH

#### **Commission Goal – Improve the health of Iowa's African American citizens.**

The Commission will focus on legislation designed to substantially reduce the level of disparity in all areas of health care, including legislation to:

- Improve overall health outcomes for African Americans
- Address health disparities
- Expand access to health care, including mental health and reproductive health care
- Expand pool of culturally competent health care providers

## *Legislative priorities con't*

### **ECONOMIC DEVELOPMENT**

#### **Commission Goal – Improve the economic vitality of African American businesses and workers in Iowa.**

In partnership with business leaders and agency directors, the Commission is developing an educational strategy to enhance minority businesses in Iowa. The Commission's Economic Development Committee and its partners will develop a compendium of critically needed information and resources for minority businesses, allowing for greater success of start-up and expansion. The resources will include providing a broad range of information, including guidance on technical services, administrative support, insurance and bonding, and access to procurement opportunities in the public and private sectors.

Legislation furthering the successful integration of African American businesses and workers into Iowa's economy is critical in furthering ICSAA's economic empowerment goals, including:

- Consumer protection
- Consumer education
- Procurement redesign
- Expansion of Iowa Values Fund



**Division on the Status of African-Americans  
 Department of Human Rights  
 Report of Expenditures (Estimated)  
 Legislative Appropriation  
 Fiscal Year 2005**

CATEGORY	TOTAL EXPENSES PAID AND ACCRUED	% OF BUDGET EXPENDED
TOTAL APPROPRIATION (BREAKDOWN):	\$138,296.00	100%
PERSONNEL SERVICES	\$125,020.51	100%
I/S TRAVEL	\$1,875.50	100%
O/S TRAVEL	\$561.10	100%
OFFICE SUPPLIES	\$3,396.68	99%
PRINTING	\$33.76	106%
POSTAGE	\$145.21	100%
COMMUNICATIONS	\$2,151.53	100%
OUTSIDE SERVICES	\$207.30	99%
ADVERTISING & PUBLICITY	\$667.27	96%
REIMBURSE TO OTHER AGENCIES	\$24.00	100%
ITS REIMBURSEMENTS	\$772.81	100%
DATA PROCESSING, NON-INVENTORY	\$3,440.33	100%
TOTAL EXPENSES PAID AND ACCRUED	\$138,296.00	100%
TOTAL EXPENDITURES	\$138,296.00	100%

<sup>1</sup> ICSAA's appropriation was \$118,296 - DHR provided ICSAA \$20,000 to assist with operational costs.

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

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**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 African Americans Commission [434]**  
**IAC 8/17/94, 7/14/99**

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CHAPTER 1  
ORGANIZATION

**434-1.1(216A) Commission on the status of African Americans.**

**1.1(1) Commission established.** The commission on the status of African Americans 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 African Americans 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 601K.146, the commission shall serve as an information clearinghouse on programs and agencies operating to assist African Americans.

Clearinghouse duties shall include, but are not limited to:

- a. Serving as a referral agency to assist African Americans 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 African Americans.
- c. Serving as a communications conduit to state government for black organizations in the state.
- d. Stimulating of public awareness of the problems of African Americans.
- e. Conducting conferences and training programs for African Americans, 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 African Americans 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 African Americans.
- 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 African Americans.
- i. Publishing and disseminating information relating to African Americans, including publicizing their accomplishments and contributions to this state.
- j. Evaluating existing and proposed programs and legislation for their impact on African Americans.
- k. Coordinating or conducting training programs for African Americans to enable them to assume leader-ship positions.
- l. Conducting surveys of African Americans to ascertain their needs.
- m. Assisting the department of personnel in the elimination of underutilization of African Americans 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 African Americans 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 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) Black children, youth, and families.
- (5) The employment of African Americans and the initiation and sustaining of black businesses and

black entrepreneurship.

- (6) African Americans 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 African Americans.** The division on the status of African Americans, 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 African Americans is responsible for establishing policies for the division on the status of African Americans 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 African Americans 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 African Americans; 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**

