

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

Annual Report
Fiscal Year 2004
July 1, 2003 – June 30, 2004

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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 2004 Members

| | | |
|-----------------------|--------------|-------------------|
| BEVERLY ALLEN | Des Moines | term expires 2008 |
| THERESA CLARK-KLINE | Fort Madison | term expired 2004 |
| 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 TEGGATZ | Fort Dodge | term expires 2008 |
| JEROME THOMAS | Dubuque | term expires 2008 |

Ex-officio Member
Dr. RUTH WHITE, Director
Department of Human Rights

Iowa Commission on the Status of African-Americans 2004 Staff

| | | |
|-----------------|-----------------|--------------------------------|
| KIMBERLY BAXTER | Administrator | appointed August 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.

Programs and Initiatives

15th Annual Dr. Martin Luther King, Jr. Ceremony



January 19, 2004, the State of Iowa celebrated the 15th year commemoration of the Reverend Dr. Martin Luther King, Jr. also marking the 75th birthday of the late leader. The event was held at the State of Iowa Historical Building, with the signing of the proclamation by Governor Thomas Vilsack, declaring the week of January 19th Dr. Martin Luther King, Jr. Week. Over 300 attendees gathered to honor and enjoy this annual event.

For the past seven 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 services in their communities. Richard E. Hayes of Sioux City was selected to receive the award for Lifetime Achievement. The award for outstanding service project was awarded to Albert Williams of Des Moines.

Legislative Breakfast



In February, the Iowa Commissions on the Status of African-Americans, Status of Women, and Latino Affairs 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. In spite of a snow storm that hit central Iowa, nineteen senators and thirty eight representatives joined the commissioners and division staffs for an informative session. SAA looks forward

to meeting next session with the legislators.



Outreach and Collaborations

ICSAA has for the last several years, operated on a very limited budget. As a result, the division has had to 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 2004.

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

The sixth annual celebration of IMMAWII which highlights 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 Christie Vilsack continue to be valuable supporters of this endeavor. The Commission served on the executive and advisory board and provided resource materials, valuable input, and support of the program since its inception.

Iowa Coalition Against Sexual Assault – Women of Color Advisory Committee

The committee planned its fourth statewide conference “Different Colors of Violence IV: Surviving In A World of Violence” for teens of color, held in January. Over 150 middle school students attended. The teens attended workshops filled with strategies to deal with violence and sexual assault in their local communities. In April, the committee sponsored a sexual assault vigil for victims in the African American Des Moines community. The 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 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. ICSAA has served on this advisory committee since its inception.

Disproportionate Minority Confinement Committee of the Juvenile Justice Advisory Council

The second annual state conference was held in November, 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, 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. 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 provided valuable input and resources for this advisory committee.

Friends of Iowa Civil Rights Commission – Statewide Diversity Conference

The first statewide conference, formed by the Friends of Iowa Civil Rights, Inc. was held in September at the Scheman Center in Ames, Iowa. “Iowa’s Mosaic” the theme for the conference was filled with workshops to empower over 400 attendees to celebrate Iowa’s many unique cultures. ICSAA provided valuable input on the advisory and planning committees.

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. The project's mission is to 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 was 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. ICSAA provided African American youth leaders to serve on the team, of which one received an award.

Brown and Black Forum

The event included diverse panels, seminars and workshops during the days leading up to and following the 2004 Iowa Brown and Black Presidential Forum in January, which featured a panel of guests who questioned the presidential candidates. The forum gave an opportunity for the Democratic candidates to clarify their positions on issues important to the people of color in Iowa. The Iowa Brown and Black Forum has been recognized as one of the oldest minority debates in America. The division was invited and participated in various events.

Brown V. Board of Education

May 2004 marked the 50th anniversary of one of the United States Supreme Court's most significant decisions. On May 17, 1954, in *Brown v. Board of Education*, the Court decided that "separate is inherently unequal" in educational institutions. *Brown* changed the civil rights landscape in America forever. The celebration began on April 30 with a special program that included a re-enactment of oral arguments made to the U.S. Supreme Court, at the Federal Courthouse in Des Moines. Throughout the month of May, the Iowa State Bar Association made presentations to school groups on the significance of the *Brown* decision as part of the annual "Ask Me What's Great About America" program. A series of events for school groups were held during the week of May 17th at the State Historical Building and the Federal Courthouse in Des Moines. The events included a play "The Question of *Brown*" that was commissioned by the Department of Cultural Affairs. ICSAA served on the advisory committee and participated in the play.

Edna M. Griffin Memorial Bridge

The Edna M. Griffin Memorial Bridge over I-235 near East Sixth Street was officially dedicated in May. The ceremony was held at the north end of the pedestrian bridge. Speakers for the dedication included Lt. Governor Sally J. Pederson, Congressman Leonard Boswell, Des Moines Mayor Frank Cownie, Longfellow students and members of the Griffin family. A ceremonial ribbon cutting by Longfellow students and a plaque unveiling was part of the ceremony. The name for the bridge, was selected as the winning entry in a bridge-naming contest sponsored by the Iowa DOT last fall. Mrs. Jenny Schiltz's fourth-grade class submitted the winning entry and earned the honor of cutting the ceremonial ribbon and unveiling the plaque at the dedication. Griffin was a teacher and civil-rights pioneer who was best known for refusing to leave a "whites-only" lunch counter in downtown Des Moines in 1948. Her efforts in organizing sit-ins, pickets and legal action against the drug store were instrumental in bringing about the enforcement of public accommodation laws in Des Moines. Longfellow Elementary School, Iowa Commissions on the Status of African-Americans and Women, Iowa Department of Transportation, and Women's International League for Peace and Freedom hosted the ceremony and reception to dedicate the new pedestrian bridge

Go Red For Women – American Heart Association

A luncheon sponsored by the American Heart Association in May, to bring attention to heart disease prevention in women, inform women how to be proactive in the management of their own health, provide information that may save a life and reach a diverse, broad range of women.

- Heart disease is the number one killer of American women.
- Heart disease and stroke claim the lives of more women each year than the next 16 causes of death combined, including all forms of cancer including breast cancer.
- 1 in 26 women will die of cancer while 1 in 2 will die from heart disease or stroke.
- More women than men die of stroke.
- Misperceptions still exist that cardiovascular disease is not a real problem for women.
- African-American and Mexican-American women have higher heart disease and stroke risk factors than white women of comparable socioeconomic status.

ICSAA was instrumental in educating African American women in the communities and serving on the advisory planning committee.

Take Your Health to Heart – American Heart Association in conjunction with Juneteenth 2004

A community-based initiative of the American Heart Association to educate the African American community by raising the awareness of stroke risk factors. Cardiovascular disease, including stroke, is the leading cause of death for African American men and women – claiming the lives of over 100,000 annually. About 40 percent of African American women and 41 percent of African American men have cardiovascular disease. ICSAA participated in the planning of this event in conjunction with the annual Juneteenth Celebration in Des Moines.

Racial Profiling Town Meetings

Community members gathered at a series of four planned public meetings throughout the state to discuss the findings of a racial profiling study completed by the Iowa State Patrol. After examining traffic stop data collected between October 2000 and March 2002, the Iowa Division of Criminal and Juvenile Justice Planning found that while minority drivers are no more likely than white motorists to be pulled over by the Iowa State Patrol, they are more likely to have their vehicles checked. More than 10 percent of all Latino drivers stopped were subjected to a vehicle search. 7.1 percent of all African Americans stopped had their vehicles searched, 6 percent of American Indians vehicles were searched, and 3 percent for Asian drivers. The information collected at these meetings will be compiled and reviewed by the Iowa State Patrol, to assist them in developing training and education for their officers who work within diverse communities statewide. ICSAA along with the Iowa State Patrol and the Department of Human Rights organized these statewide meetings.

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 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:

| | |
|------------------------|----------------------|
| Program Development | Data and Statistics |
| Outreach and Marketing | Housing Referral |
| Assessment | Employment Referral |
| Diversity Training | Education Assistance |

Community, religious and faith-based organizations, local, state, and federal government agencies, SAA have provided technical assistance in the fiscal year 2004:

| | |
|---------------------------------------|--|
| Department of Public Safety | United Neighbors, Inc. |
| U.S. Department of Justice | National Conference for Community & Justice (NCCJ) |
| Department of Public Health | American Heart Association |
| Department of Education | Des Moines Area Community College (DMACC) |
| Iowa Workforce Development | University of Iowa |
| Department of Economic Development | William Penn University |
| Department of Administrative Services | Sisters on Target |
| Office of Secretary of State | Iowa Juneteenth Committee |
| Iowa Civil Rights Commission | Rock Island Housing Authority |
| Department of Corrections | Central College, Pella |
| Polk County Victim Assistance | Financial Results |
| Planned Parenthood of Greater Iowa | American Legion Post #2 |
| Iowa Legislators | African American Historical Museum – Waterloo |
| State Democratic Convention | Small Business Administration |

The Iowa African-American Journal

SAA produced one edition 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; Winter 2003 / Spring 2004.

Status of African American Iowans

Disparities

According to the 2000 Census, African Americans comprise over 2% of the total population of Iowa. When the first census of 1850 was taken, African Americans made up less than 1% of the population. Slavery was never permitted in Iowa, institutional racism was practiced and in 1844 the constitutional convention unsuccessfully tried to keep Blacks from being state residents. In 1857, Blacks were given property rights, legal standing in courts, but were deprived the right to vote, sit on juries and be members of the General Assembly by the constitution, but in 1868, Iowa became one of five states to give Blacks the right to vote.

Today 89% of African Americans live in urban areas of Iowa; the 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 & Poverty in Iowa

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. 27% black families lived in poverty and were four times as likely to live below the poverty level. 70% have single women for the head 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.

Criminal 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.

Disparities con't

Education

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. 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. 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 will develop and incorporate a "health corner" to our quarterly newsletter in an effort to address various health issues impacting the African-American community. ICSAA will continue to work with state and local agencies to distribute health awareness information to our constituents throughout Iowa. ICSAA will 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.

Iowa African American Facts

Economic Empowerment:

2.3 % of all businesses in the State are minority-owned.

Minority businesses account for \$897,145 of the total business sales and receipts with \$233,466 from African American owned businesses in Iowa.

The employment rate in Iowa is 1,720 for a total of 1,534,130 people employed across the state

The employment rate for African Americans in Iowa is 1.3% for a total of 19,680 African Americans employed across the state

The unemployment rate in Iowa is 2.5%

The unemployment rate for African Americans in Iowa is 8.0%

Social Concerns:

53.2% of African American children live in single-parent households, 10.6% in households with neither parent, and 8.8% in households where a grandparent is the householder.

In 2002, 741.7 (per 1,000 live births) of all African American births were to single mothers.

22.1% of the African American population lives below the poverty level.

The median income level for families in Iowa is \$48,790.

The median income level for African Americans in Iowa is \$28,121.

Education:

In 2002 489,523 students in Iowa are enrolled in public schools grades k-12.

The total number of African American students enrolled in public schools, grades k-12 was 20,629 at 4.3% in 2002.

The total number of students in Iowa that graduate from public high schools was 33,789 in 2002.

The total number of African American students in Iowa that graduate from public high schools was 756 at 71.4%.

1.62% of public high school students in Iowa dropped out in 2002.

4.35% of African American public high school students in Iowa dropped out in 2002.

Criminal Justice:

African Americans comprise 22.4% of the adult prison population although they represent only 2.1% of the State's adult population.

African American males comprise 22.4% of the adult male prison population.

There are currently 12 juveniles in Iowa's prisons, where 4 are African American.

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.

Agenda 2004

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. In addition to working with IDPH, ICSAA will organize a state wide health conference in March 2000 that will address the health issues of African-American Iowans.

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 25% 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's 2000 conference included several workshops that focused on the development of African-American businesses. Additionally, ICSAA has collaborated with the U.S. Small Business Administration to identify ways to do effective outreach to potential African-American business owners.

2005 Legislative Priorities

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
 Legislative Appropriation
 Fiscal Year 2004**

| CATEGORY | TOTAL EXPENSES PAID AND ACCRUED | % OF BUDGET EXPENDED |
|----------------------------------|------------------------------------|----------------------|
| SALARY & WAGES | \$122,452.00 | 93% |
| TRAVEL | \$3,588.00 | 2.7% |
| OFFICE SUPPLIES | \$2,303.00 | 1.7% |
| EQUIPMENT MAINTENANCE | \$50.00 | 0.1% |
| PRINTING | \$500.00 | 0.4% |
| COMMUNICATION | \$1,000.00 | 0.8% |
| REIMBURSEMENTS TO OTHER AGENCIES | \$100.00 | 0.3% |
| ITS REIMBURSEMENTS | \$900.00 | 0.7% |
| DP NON-INVENTORY | \$168.00 | 0.3% |
| BUDGET RI | | |
| TOTAL EXPENSES PAID AND ACCRUED | \$131,158.00 | 100% |
| TOTAL EXPENDITURES | \$131,461.00 | 100% |

The Iowa Commission on the Status of African-Americans would like to thank the following individuals and/or organizations who contributed toward programming and services to aid in our efforts to improve the quality of life for African American Iowans.

| | |
|-------------------------|-----------------|
| Richard E. Hayes | \$100.00 |
| Anonymous | 100.00 |
| Anonymous | 100.00 |
| Anonymous | 100.00 |
| Anonymous | 35.00 |

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 601K.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

