

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

Annual Report
Fiscal Year 2008
July 1, 2007 – June 30, 2008

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Section 1:

The Commission on the Status of African-Americans 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 2007-2008 Members

BEVERLY ALLEN	Des Moines	term expires 2008
DR. MICHAEL BLACKWELL	Waterloo	term expires 2010
JOHN CAMPBELL, JR	Des Moines	term expires 2008
CHARLES CLAYTON	Fort Dodge	term expires 2010
MARLENE JESSOP	Cedar Rapids	term expires 2009
REDMOND JONES, II	Davenport	term expires 2010
KRYSTAL MADLOCK	Waterloo	term expires 2012
ROSEMARY PARSON**	Des Moines	term expires 2012
STEPHAN PEARSON**	Sioux City	term expires 2012
JEROME THOMAS	Dubuque	term expires 2012

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

**Was appointed in 2008 to fulfill expired or unexpired term of departing commissioner

Iowa Commission on the Status of African-Americans 2008 Staff

ABRAHAM L. FUNCHESS, JR.	Administrator	appointed February 2006
KIM CHEEKS	Program Planner	joined staff in September 1997

Section 2:

ICSAA and the Iowa Code

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.



Welcome to this publication of our 2008 Annual Report. This past year was beset with challenges and disappointments, but we were still able to forge ahead and register some significant accomplishments along the way.

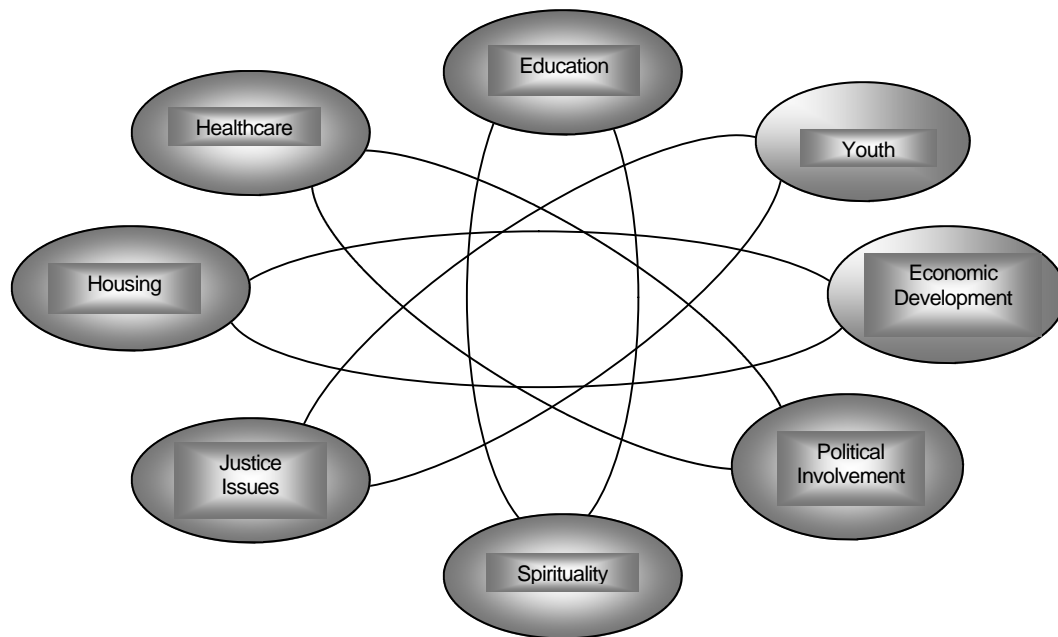
Our vision to organize our collective genius in a systematic way is beginning to take shape, and these efforts are reflected in this report. From various developments, like the making of a documentary and film of the Alexander Clark, Sr. story, to the partnership between the division and principal leadership in the faith community around the OCBI's "Ten Point Plan", one can envision the proverbial Black "phoenix" rising, renewed from the ashes of banal ideologies and practices.

We will seize this opportunity, in conjunction with all of Iowa, to work together around the entire state, to produce a plan that reflects our collective interests, passions, and needs as we help create the Governor and Lt Governor's vision of "One Iowa with One Unlimited Future."

Abraham L. Funchess, Jr.
Division Administrator

Section 3:

Programs and Initiatives



The Ongoing Covenant with Black Iowa

The Status of African-Americans was very pleased that Governor Culver signed HF 874 into law, which allowed the division to receive a \$200,000 appropriation in State Fiscal Year 2008. This allocation enabled the division do some very important and innovative work with our flagship project called the Ongoing Covenant with Black Iowa (OCBI) Initiative across the state.

The Division was able to hire project coordinators around the state to organize the communities and address those significant issues for the OCBI initiative. The Project Coordinators were located in Davenport, Des Moines, Ft. Dodge, Burlington / Ft. Madison, and Waterloo. The coordinators received training on the purpose of the OCBI, their roles and responsibilities and reporting and other elements of the evaluation toolkit in the manual.

After meeting with the various task force groups in each of the communities, compiling all the pertinent information on the different issues, and comprising possible solutions for these issues. The project coordinators submitted the following recommendations:

Burlington OCBI Recommendations:

City of Burlington, Iowa

Lee County, Iowa

Project Coordinator: Sivon Williams

PREFACE

In putting together this group of community volunteers, we wide range of ages, backgrounds socio-economic and regional living backgrounds, religions and yes—race. The makeup of our group included clergy, engineers, educators, entrepreneurs, business persons, community activists and retirees – All residents of the southeast Iowa region and all deeply committed to the growth of the region, the betterment of its citizens, and correctly the imbalances prevalent to the prosperity of the African-American community rooted in the ongoing and residual effects of institutional slavery and racism. I as coordinator have left the group to pursue career opportunities in the state of Texas. The group, however, has pledged to move forward in their efforts under the leadership of Nicole Williams and continue their pursuit of the goals identified in the OCBI for the region.

Following introduction of the OCBI concept by Rev. Funchess in October 2007, members of the OCBI – Southeast Region first met at the Burlington City Hall – City Council Chambers on 20 November 2007. The event, slated as a town hall meeting was an open invitation to the community leadership and elected officials in the Burlington, West Burlington, Ft. Madison, Keokuk, and Mt. Pleasant areas. There were 22 Individuals in attendance including area Clergy, representatives from the Human Rights Commission, local business owners, Physicians and Health advocacy professionals, School administrators, students, and concerned citizens.

The group continued to meet through June 2008 during which time several issues were brought to the table. Specifically, (1) the need for community-based tutoring of the area’s minority students in an effort to decrease disparities in education; (2) the development of a student to student mentorship program to increase self-esteem and encourage stewardship in our youth; (3) the development of a parental advocacy program to represent and provide assistance to parents and students in the schools with disciplinary and academic issues; (4) Encourage civic responsibility and activity by Blacks encouraging them to attend school board and City Council meetings; (5) the problem of disjointedness in the Black community and the need for unity and (6) the development of programs to encourage and aid the growth of Black-owned businesses in the area. Another issue discussed consistently was that surrounding healthcare disparities.

After careful consideration, it was decided that our initial focus would center on education & youth (advocacy, mentoring, tutoring). Secondary to the above-named focus would be Economic Development (career training, cooperative economics, and partnerships with area businesses, and home ownership). The third focus area would be Housing (encouraging home ownership and the development of suitable rentals). Finally and not in the least Health care, recognizing that African Americans disproportionately suffer from preventable disease and that our mortality rate manageable illness.

CONCLUSION

While issues addressed in this report were assessed separately and require very specific and differing resources and actions as they relate to the needs of the African American Community, we the members of the Southeastern regions OCBI focus group recognize that consistent with the OCBI nuclear illustration, each of the focus areas are inter-related. In essence, they represent a basic foundation for the building of the solid structure which if the goals of the OCBI are realized, represents the strong African American community.

We also realize that the building of a strong African American community or the prosperity of any segment of our Iowa population will result in the strengthening of the overall community...a strong Black Iowa equals a strong Iowa.

Policymakers and community leaders offer a wealth of ideas and have develop grass-roots initiatives to enhance the social, economic, and physical conditions of African American children and families in the Region. Such initiatives involve various policies and programs, from workforce development, after-school tutoring and mentorship programs, child education advocates, entrepreneurial development, and credit and home-purchasing programs. In that same vein, there is growing recognition of the need for ownership by the affected populations in processes that impact communities. Active participation in the form of Community advisory committees will influence the attitudes (buy-in) of those we are seeking to support and thereby increase the likelihood of success.

Additionally, the concrete visualization of success will greatly impact the development of our children and pave positive pathways to adulthood. In essence, it's not enough for us to tell our children what they can achieve; we have to show them through our own successes.

Initiatives to revitalize neighborhoods and make them better and safer places for families to live and raise their children may often differ in scale, scope and design but developing and sustaining these efforts requires similar investments of not only, money but dedication and time.

Oftentimes as community development leaders, we focus only on the availability of public and private grant funds for financing community development, however we must not ignore the social and overall value in the guidance provided in the form of networking, team-building and mentoring.

Like many impoverished communities, the Southeast Iowa region has its share substance abuse problems, and in recent years an upsurge in crime, teen violence, and pregnancy. Many of the region's problems are exacerbated by its rural isolation and failure of its leaders to proactively seek cultural competency necessary to relate to a transforming demographic.

It is our hope that our legislators, educators and leaders will consider our findings as they consider the allocation of funding, make considerations regarding the building of infrastructure, focused of development efforts and other resources for the next few years.

RECOMMENDATIONS MATRIX WITH ASSOCIATED FUNDING AND SOURCES DEFINED

FOCUS AREA	RECOMMENDATION & FORCASTED OUTCOMES	FUNDING /EFFORT SOURCE
ALL	Community Development Grant Writer/Consultant to develop 5 year strategic and seek out financial resources.	Local, State, Federal Govt, Private Industry, Chamber of Commerce and Grants.
YOUTH/ EDUCATION	Full Service Community Center offering services similar to that offered by the Jackie Joyner Kersee Center, East St. Louis, IL	Local Citizens, Local, State, Federal Govt, Private Industry and Grants.
YOUTH/ EDUCATION	Truancy Committee – Follow-up and increase communication with parents regarding school attendance and brainstorm causation.	BCSD
YOUTH/ EDUCATION	Satellite Conference and Consultation sites for Parents and Students	BCSD, State, Federal and Local Govt
YOUTH/ EDUCATION	Summer Food Program	State, Federal, Local govt, private industry
YOUTH/ EDUCATION	Public Service Announcements and increased efforts to encourage participation in extracurricular activities	State, Federal, Local govt, private industry, and local media
YOUTH/ EDUCATION	Cultural Sensitivity Training for Educators	BCSD, State, federal and local govt
YOUTH/ EDUCATION	Increased pre-school classes in the district	BCSD, State, federal and local govt
YOUTH/ EDUCATION	Adding Cultural sensitivity information to school newsletter	BCSD
EDUCATION	Full service community center	Religious and community organizations, NFP and FP health providers, managed care, Southeast Regional Planning Commission , Community Development Block Grant, organizations, Federal, State and local Govt, private industry, grants
YOUTH/ EDUCATION	Transportation Assistance	BCSD, State, federal and local govt

FOCUS AREA	RECOMMENDATION & FORCASTED OUTCOMES	FUNDING /EFFORT SOURCE
BUSINESS/ ECONOMIC DEVELOPMENT	Small Business Incubator	State, Federal, Local govt, Chamber of Commerce and private grants, Southeast Regional Planning Commission
BUSINESS/ ECONOMIC DEVELOPMENT	Entrepreneurship training	State, Federal, Local govt, Iowa State University extension, Southeastern Community College, private industry, Chamber of Commerce, Southeast Regional Planning Commission
HOUSING	Homebuyers Institute – Includes similar to Claflin University	Lending institutions, State, Federal, Local govt, Iowa State University extension, Southeastern Community College, private industry, Local Realtors Southern Iowa Home Ownership Program, Iowa Home Ownership education project, Southeast Regional Planning Commission
HOUSING	Home ownership in-fill program – see also HUD’s teacher/officer next door program	Lending institutions, State, Federal (HUD), Local govt, Iowa State University extension, Southeastern Community College, private industry, Local Realtors
HEALTH	Increased funding for disease prevention and outreach services.	Federal, state, local govt, managed care organizations

FOCUS AREA	RECOMMENDATION & FORCASTED OUTCOMES	FUNDING /EFFORT SOURCE
HEALTH	Increased visibility for disease prevention concerns	Religious and community organizations, NFP and FP health providers, managed care organizations, Federal, State and local Govt
HEALTH	Funding for increased visibility for disease prevention concerns, public service announcements and testing.	FP health providers, managed care organizations, Federal, State and local Govt, local media

Davenport OCBI Recommendations:

City of Davenport, Iowa
Scott County, Iowa
Project Coordinator: Jimmy Drummond

The goal of this report aims to address the primary issues outlined by the OCI toward creating a plan of action for African Americans today in our local Davenport, Iowa community.

Davenport, Iowa is considered a Midwestern region, the third largest city in the state of Iowa and is approximately three hundred mile (300) East of the Capital City, Des Moines Iowa.

With a population of 97,500 people, *Davenport* is the largest “Iowa City” bordered on the Mississippi River. It's also the largest and most robust of the Quad Cities, *a metropolitan area* of more than 350,000 people.

Activities

Community stakeholders were identified and contacted with scheduled meetings; promotional outreach efforts, development of partnerships, interviews/individual discussions and comments and personal observations were used in the compilation of information for this report to discuss the identified key issues.

Time Frame

This effort was developed on a very short timeframe, therefore, through numerous discussions, meetings, data and report evaluation of the key issues for OCBI, the proposed solutions must involve “Ongoing Efforts” to make an effective impact.

Community Organization, collaboration, leveraging of available community resources and active participation will be the key factors in developing these short- term & long-term goals/objectives. Further, individuals will need to be educated on the importance of “effective” organization with workshops provided to provide this information.

OCBI & Project Coordinator Goals

- To identify more committed leaders and volunteers.
- To develop a key contact list with names, addresses, emails & phone numbers.
- To disseminate the contact list to OCBI participants and staff.
- To train and equip the identified leaders.
- To identify key contact persons for the available resources and develop a working contact sheet.
- To learn the mechanics for leveraging funds.
- To report progress on initiatives to the OCBI staff as required.
- To attend the Annual Covenant with Black Iowa Summit
- To receive the ICSAA report detailing the progress of the participating communities.

Outcomes

Consider this information analysis of Disparity gaps on key issues identified by OCBI, for African Americans in Davenport, Iowa. Further, recommendations/solutions are included. For the purpose of this report being recorded by Wilma Drummond, I will incorporate my interview comments, personal observations, research, gathered data and recommendations/solutions into one working document to meet time reporting deadline. I personally was responsible for assessing the housing component.

As information becomes available, that information will be submitted at a later date.

I have attached as separate documents the submitted essay reports from focus group members. Their recommendations are also included into this single document.

Meeting the housing challenge:

Housing: The City of Davenport, Iowa has identified a significant need for more affordable housing stock and resources in our community.

The key housing related challenges, which continue to be faced by the African American families *and* low-income families, for Homeownership opportunities and private market and public housing industry rental housing are:

1. The limited availability of “affordable homeownership opportunities for African Americans & low-income families.
2. The limited availability of “affordable homeownership opportunities for African Americans & low-income families.
3. **Very, Very** limited supply of rental housing for African Americans, extremely low- income and low -income families with any household member that may have a criminal record, extremely low and very low-income families.
4. The increasing need for additional, affordable, permanent, assisted living/supportive and transitional housing to include seniors and persons living with HIV/AIDS for African

Americans and low income families.

5. To eliminate the exorbitant rate of foreclosures in this immediate area.

Recommendations & Solutions for Meeting these challenges:

- To expand the affordable housing options for African Americans & low-income families
- Educating landlords, staff, applicants, community and participants on the new laws and regulations regarding the utilization of Housing Choice Vouchers (formerly the section 8 program).
- Provide outreach education on the application processes for public housing applicants, the One Strike Policy, appeals process, and understanding the Changing Face of Public Housing, as we once knew it.
- To educate through an orientation process, individuals on criminal records & background checks when applying for public housing and private market rental housing.
- To educate landlords & the community that HUD encourages the housing industries to review criminal records on an individual basis looking at the following items & applying fair & equitable processes on the following:
 - Applicable crime(s) that exclude
 - Definition of identified crimes
 - Explanation importance of the public housing application appeal process.
 - Importance of understanding the contents of a lease agreement.
 - The need for individuals to request a copy of the defined/written lease for agency/apartment handbook.
 - Understanding the Fair Housing laws and how they are applicable for the African American citizens.
- Educating the community/applicants on mixed -income developments, Tax Credit usage verses 30% of the Annual Income calculations.
- Providing posted information & outreach to the community on the “current” and published -Fair Market Rent Rates for the Davenport, Iowa community.
- Identifying a community resource to partnering with local bank and/or credit unions implementing Individual Development Accounts (IDA’s) concept.
- To *appropriately/adequately* educate resource personnel and families on the Sub Prime Loan Disaster, Fixed rates, Adjustable rates, resources available for 1st time home buyers, current laws & policy governing foreclosure, Housing Counseling agency purpose, what to do in the event of receiving a foreclosure notice and what to do if you get behind in your mortgage payment.
- Request Congressman to propose the mandate that all lenders include in the buying

option, to require all potential candidates/to attend and complete a home buying program.

- Leveraging of available resources to adequately determine the need and utilization of resources effectively.
- Increase the lack of public support for affordable housing by promoting & proving decent, safe and sanitary housing.
- Maintain & preserve the current housing stock through the Rehabilitation and utilization of the numerous home vacancies within the Central City area.
- Look at other cities across the country to determine “Good Practices Models” on ways to effectively increase homeownership opportunities for African Americans and to use those models as future guides and blueprints.
- By ensuring Equal Opportunity housing for everyone through the Elimination of subtle discriminatory practices used with African Americans for renting public & private housing. Including educating that redlining is discrimination, and it must be eliminated and shall not be tolerated.

African Americans and Lower income families especially those who could become current and potential homebuyer families were determined to have other non-housing challenges, which impact their ability to obtain suitable quality housing. Among those challenges and impediments:

- Significant increases in their pay and skill levels. (Per census)
- Reduction of high childcare cost.
- Adequate transportation & increase in the Quad city transit hours.
- Agencies developing the multidisciplinary concept for offering supportive services toward adequately meeting the needs in the delivery of services and not duplicating those services through the development of professionally trained staff on current housing issues.
- Increase employment of African Americans in the lending industry, public housing agencies, real estate industry, housing counseling offices and any/all other pertinent resources

Education & Youth

Meeting the education & youth challenge:

- To demand that Davenport Community Schools meet their current mission statement for providing quality education to enrich the quality of lives for All the African American youth enrolled in the Davenport Community Schools.
- Meet with the Superintendent to ensure they meet with individual principals to promote the message the environment created stimulates the teachers and students for higher learning or not.

- Increase Reading Comprehension, Math, and Science proficiency levels while “increasing individual Self Esteem and Values from the African American perspective for all African American youth in the Davenport Community School District.
- Recruit & Employ more African American males & females.
- Continue to promote the importance of a nurturing & safe learning environment for all students.
- Set practical & high expectations for achievement and outline adequate benchmarks for evaluating staff on developing effective program curricula.
- Offer “effective” communication skills to our African American youth and parents.
- Teach our African American youth how to identify who they are and who/what oppresses them in order to know what to do with their life.
- Inform youth, parents and community on Davenport School Board role, meetings and purpose while continuing to request that each become “actively involved”.
- Encourage voters to register and to vote for the school board members that represent our community.
- Budget adequate training dollars to hire Jawaanza Kunjufu & offer guidance on his best practice model: Developing Positive Self –Images & Discipline in African American youth.
- Offer ongoing training for staff and offer outreach activities to parents on the concept of “Developing Positive Self Images & Discipline in African American children and their families as guided by Jawaanza Kunjufu.”ⁱ
- Promote the importance of thinking skills.
- Incorporate the importance of reading positive literature published by African American males & females that offer profound impacts for achieving reachable realistic goals.
- Provide African American youth with a “Smile”!
- Call on our African American youth when they put their hand up!
- Put Prayer back into the schools.....
- Ensure that youth have adequate supplies & learning material to reach full learning potential.
- Increase the African American representation in the leadership role of the Iowa Youth

Congress.

- Increase the instruction and technology support in the expansion of the Math, Exploring Engineering program.
- Educating our youth on the importance of striving for economic empowerment.
- Increase the opportunity for after school activities and ensure each child is given financial support to attend the activities.
- Include extra -curriculum activities i.e. physical education, sports, and recess to increase and meet youth developmental needs.
- Develop cultural enrichment activities for the African American youth. Partner with local businesses to sponsor and make available the opportunities for program activities to be financial feasible or offer them free. Including extra curriculum activities: volleyball, soccer, golf, tennis, basketball, baseball, football, uniforms, fees, shoes and equipment.
- Encourage the active participation of African American males and females for coaching the leagues.
- Educate the parents, community, youth on understanding the pressures of media, television and peer groups. Additionally, to inform them on the types of positive & negative press coverage.
- Hold summits, town hall meetings and/or forums to educate our youth, parents & community on the importance of Civil Rights and Equal Opportunity as priority items.
- ⁱⁱEncourage our youth to become leaders for our community through the importance of moral respect, values, setting standards, resourcefulness, intelligence, how to possess effective leadership qualities, managerial abilities, assertiveness and aggressiveness, obtaining effective verbal skills including holding your head up and looking someone in the eye.
- Teaching our African American young men how to become men and young ladies how to become women.
- Teaching our youth about the importance of family and their particular role(s). Including what/who is a mother, father and what is an extended family.
- Eradicating the mindsets that material items, e.g. cars, rims, money, drugs, sex, profanity and abuse as being acceptable and priorities for the African American dream.

Healthcare, Justice ,Politics/Economic development

Meeting the Healthcare, Justice, political and economic challenges

- ¹ African Americans represent: Sixty to Seventy Quad -Cities (Illinois) clients that are reported with HIV with AIDS Project QC. Only 35% of those sixty to seventy African Americans are currently being treated. Because Quad city Illinois includes the immediate davenport area in its makeup, this is critical as youth and adults alike cross the bridge daily for all life issue purposes.
- Finally, murder now has become a priority health care issue. We must reduce the mindset that violence is a way of life.
- Reduce the apathy and increase the African Americans of davenport to become organized and be responsible/stand up to improve the quality of our own lives.
- Quit talking, complaining, blaming, lying and do something to improve the moral fabric of our communities. ⁱⁱⁱWe must organize and mobilize to fight for social change.
- Embrace the concept it takes a village to raise a child. We know the youth are our future.
- Iowa has the highest rate for incarceration for African Americans. We all should demand by speaking with the representatives, congressmen, legislators to change policies, close the gap of disparities address issues equally & effectively. We must find solutions to reduce and eliminate this disparity.
- Renew the spirit organization and dedication to social causes that motivated African Americans during the 1960's . (O.H)
- Break down the barriers of isolation and alienation that young blacks feel. (O.H)
- Develop community protection councils
- Develop police –community partnerships
- Form education and media task forces
- Form anti-drug networks
- Make Jobs, job training programs and income not more jails
- Educate police, employ dedicated African American police and bring back pride and respect.
- Hold Register to vote rallies then vote!!!

Spirituality

Meeting the spirituality challenge:

Make the decision to return to the classroom, go to church and enter/reenter the job market. Refuse to continue to allow your brain to feed solely on trite TV programming or other distractions that are neither educationally sound nor productive. Clear the hurdles of “put downs” and “you can’t do it’s”

¹ Per Executive Director of APQC Ms. Wendy Kelly

that you may have heard from family/friends as you talked about going back to school. Thank you for starting a journey that will eventually launch you into the career GOD intended.

Don't depend on anyone else to give you a relationship with GOD you have to gain that for yourself. Keep first things first. Quoted by Jawanza Kunjufu – Black economics

Impact

The impact of these recommendation/solutions propose to do the following:

1. Improve the quality of life for African Americans in Davenport, Iowa.
2. To empower & promote awareness, & support of African American issues.
3. To ensure effective oversight through the guidance of the Ongoing covenant with Black Iowa.

Des Moines OCBI Recommendations:

City of Des Moines, Iowa

Polk County Iowa

Project Coordinator: Kim Carr-Irvin

The following are recommendations for future projects to be supported or hosted on behalf of the OCBI.

During the last six months numerous meeting have been both held and attended by the project coordinators of the Des Moines OCBI.

After careful analysis of meeting minutes and conversations, the following areas are recommended for further concentration going forward.

It is also recommended that the commission look at a local access television show, to look at the work being done around the state, and ways to promote statewide collaborations and opportunities for knowledge sharing and outreach, also looking at potential projects to be implemented throughout the state. A marketing campaign needs to be implemented immediately.

The below outlined (5) points are the recommended areas of concentration for the OCBI.

- Health---Statewide HIV/Aid Screening and Education.
 - Health---Hepatitis C—Statewide Screening and Education
 - Community---Statewide Calendar with community links
 - Education---EBT—Educational Brain Trust
 - Community/Legacy--- Statewide Mentorship Program—Leadership building-passing the torch.
1. Health—Statewide HIV/Aid Screening

There is nothing new to the statement that HIV/Aids is rapidly growing in the African American community. What can be unique is some different strategies to address education and screening within the community. There has always been a stigma that HIV/Aids is a gay disease. What we have also seen historically is that funding has brought groups together to address this issue, and the moment that the funds dry up, the rallying cry becomes silent. We do not have the luxury of silence. What is needed is a statewide conference or gathering hosted on behalf of the OCBI to look at accessing both churches and local non-profits to host events and seminars to offer free and confidential testing on an ongoing basis, not just at event. There is a need to develop a speaker's bureau of those living with and affected by HIV/Aids, to be available statewide to travel the state and personalize the affect(s) of not knowing ones status, and being a reference point for the groups that we hope to bring together with this permanent call to action. The Department of Health and Human Services Regional office is in Kansas City; the Deputy Director is Mr. Tommy Amico, he would be the one to contact about potential funding, to host a statewide educational event. There has been a conversation held with him and he is interested. The majority of cities with large African American populations have Black Ministerial Alliances, or groups of our Pastors that could come together, under the umbrella of the OCBI to talk about prevention and education.

Back in the early 90's there was a group that was meeting to review the numbers of new cases, looking for pockets of new people contracting the disease and indentifying areas where both outreach and education need to be increased. This group had members at the table from around the state, and they met quarterly.

Through conversations and meetings attended it has been recommended that a meeting or group such at this be convened and that community level supports be given to local non-profits with the requesters being the local Minister/Pastor lead groups or associations.

On a local level, we are encouraging the OCBI to work with the Department of Public Health, to re-convene the minority health coalition to work at addressing this urgent concern.

An additional strategy would be to test men and women that are returning to the community following an incarceration. This could be an interesting indicator, with the high number in over representation

The following are people that should be contacted to have additional conversations related to this potential project.

- Janice Edmonds-Wells –Des Moines, Iowa—DM Public Health
- Janice Lane- Des Moines, Iowa – Children and Families of Iowa
- Steve Fields—Des Moines, Iowa – Employee and Family Resources
- Rick Kozin –Des Moines, Iowa -
- Dedric Doolin— Cedar Rapids, Iowa –NAACP
- Debra Carr-- Des Monies, Iowa—ISED
- Ora McQueen – Des Moines, Iowa
- TC –Davenport, Iowa --NAACP
- Tommy Amico—Kansas City, Department of Health and Human Services.
- Aid Project of Central Iowa, Des Moines
- Other State Aids Projects, statewide

A connection also needs to be made with the American Red Cross, to look at opportunities to host classes geared at African Americans throughout the state, we need to be certified as both instructors and trainers on the curriculum and program specifically targeted at African Americans.

Planned Parenthoods through the state should be contacted to support this effort. The request to them would be to make condoms available for free at events, non-profits and churches to help slow the numbers of new case within the state.

- Contact: Mrs. Jill June, President and CEO of the State of Iowa Planned Parenthood. (Des Moines)

2. Hepatitis C—Health –Statewide Screening and Education

The number of African Americans contracting Hepatitis C that we are aware of is alarming. The numbers that we are not aware of are of grave concern.

With the increasing number of the population returning from an incarcerated status, it is unfortunate that we are also seeing an increase in the number of reported cases of Hepatitis C cases.

The recommendations are as follows, as there does not appear to be any agency or organization, designating time to address this issue.

This concern falls under the category of health and education.

- Compose an educational piece that can come out in the OCBI newsletter.
- Convene a group of people interested in working on education and knowledge sharing in regards to Hepatitis-C.
- Host events in tandem with events like take a loved one to the doctor day, health fairs, etc.
- Find a person(s) living with Hepatitis C around the state and profile them in articles, events, public access television.

This area has generated a lot of conversation, but appears at least locally, not to have has a lot of attention paid to outreach and education.

Working with the group potentially convened for the HIV/Aids outreach throughout the state makes sense in combination with this effort.

The following are people to contact in this effort:

- Mikki Steirs, Des Moines, Iowa, Broadlawns
- Penny Dickey, Des Moines, Iowa, Planned Parenthood
- Joyce Townser, Kansas City, Deputy Director Women's Department of Public.

3. Community—Statewide Calendar with community links

Numerous people in the community have large email lists, and are requested to send out community updates and events. There needs to be a central location that can be accessed throughout the state, of events and information. The Status of African American website could develop statewide links that would put together a statewide community calendar. This effort would be helpful to support all events, encourage planning ahead, could list save the dates for planning purposes and facilitate events being spread out instead of events schedule on the same date and time, when the opportunity might exist for them to be spread out on calendars, hence encouraging better attended at all events. This effort can be worked on in conjunction with a potential television show, radio spots or a month press piece that would have a statewide community calendar. It would be beneficial to have local African American based media at the table such as the following.

- KJMC ---Larry Neville's—Des Moines
- KBBG---Lou Porter or Deborah Berry—Waterloo
- The Bystander---Jerald Brantley, Jonathan Narcisse, Des Moines

Community –Statewide information sharing could also be encourage through a bi-annual meeting being hosted with elected officials around the state, to discuss events and issues that happening around the state, this would also encourage, collaboration.

4. Education—Educational Brain Trust

A group of concerned citizen came together this fall to address the disparities in education of our African American youth. We are over represented in suspension and disciplinary action on all levels. Our children are not graduating and those looking toward post secondary education are being adequately supported.

The Des Moines School District mirrors the majority of like school districts throughout the state in the above mentioned concerns.

Parents, concerned citizens and community leader came together along with the local school administration with a plan to encourage advocating of the parents, to support their children.

Town hall type meeting were held to identify the problems, and once the group came to some consensus it was determined that the first step was to bring parent and community together along with school officials.

These meeting where held at varied times and locations to encourage attendance. Parents that were able to attend, committed to training, and then received a t-shirt and a \$25.00 stipend. The training consisted of ways for parents to advocate for their children and their educational opportunities. Parents were encourage to then be a parent of a computer class that taught them how to access, the infinite campus, or computer related materials, to find out their children's grades, attendance and correspondence opportunity for their children.

Parents will continue to receive trainings, and be coached and mentored to attend conferences, school board meetings and other school functions that could best serve their child(ren).

This process is planned to and can be easily replicated throughout the state. Parent empowerment, can lead to lasting involvement in the educational systems. This opportunity will lead to systemic change.

The following are people to contact to work with other communities around the state to replicate this model.

- Paulette Wiley, Director-EBT—Des Moines
- Gretchen Woods, OBCI project coordinator, Cabinet Member EBT, NAACP Youth Council—Des Moines, Iowa
- Kim Carr-Irvin, OBCI project coordinator, Cabinet Member EBT, COO, Creative Visions.
- Bobretta Brewton, Cabinet EBT, Des Moines, Iowa
- Nancy Woods, Ask Resource, Cabinet EBT, Des Moines, Iowa

5. Community—State Legacy Building mentorship/opportunities to pass the torch.

There have been many opportunities to honor and document the legacy of our leaders. What is not happening locally and statewide, is a formal effort to build individual legacies of our leaders through mentorship and passing of the torch. Looking around the state it can easily be noted that the majority of our leaders are more senior than youthful. If we do not make a formal effort to take mentor our leadership, it will be both inexperienced and in effective in the very near future. The OBCI has the opportunity through the leadership of the Status of African American, to host a gathering, to bring the elders together, along with some that either they identify or the community identifies to pass the torch too. The pairing would be documented and agree to work together on community issues, and meet for at least 24 month, bi-weekly. These pairings and meetings would give the opportunity for mentorship, coaching and real knowledge based learning that would lend it's self to real grass roots growing of up and coming leadership. This would also give the blessing of elders which is needed in several of our communities.

The recommendations in this pre-lime nary report are pretty simplistic. The need to go from talk to action was very apparent in the meetings and conversations that were held over the last six month.

The project coordinators throughout the state have h ad the opportunity to meet and convene multiple meeting to request the thoughts and suggestions of others within their communities. The above list of suggestion is just a starting point of where to begin, and areas that can be impact with little funding. Bringing together resources and collaborating throughout the state will allow us to make a big impact in a short amount of time.

I would like to see the opportunity for the project coordinators to come back together and share the findings in each of the locations.

I would also suggest that a small amount of funding be sought to address at least one of the suggestion for projects at each site.

OCBI Summit 2007

There were about 180 persons in attendance again this year. We did note, however, that with a double shooting and murder in the host community, coupled with major political campaigning in an unusual election cycle, attendance was lower than expected. Yet, there was representation from Sioux City, Des Moines, Ft Dodge, Waterloo, Dubuque, Iowa City, Ames, Cedar Rapids, and Davenport. Among the reporters present, the Waterloo Courier, the Iowa Independent, and the Iowa Bystander were represented. The persons present at the summit represented all walks of life, indicating that many believe that the OCBI is a mechanism by which their voices can truly be heard.

The theme of the conference, "Pushing for Change: Economic, Youth, and Educational Development" was chosen because it not only parallels the language of change that is being presently put forth by the presidential nominees, but also because it points to the fact that many Black Iowans desperately need improvement in their existential circumstances, and that level of crisis has been present and prevalent in the African American community for some time. Consequently, we must sharpen our tools of engagement, of speaking truth to power--even of wresting away power from those who are not attending to the needs of folks in our communities--and remain constant advocates for effectuating positive and constructive social change. The word "Pushing" is supposed to reveal the proactive approach we must embrace to bring about such change, as well as the determination to do so--especially with regards to the economy, youths, and educational systems. Also, the theme indirectly alludes to our commitment to work to resolve the oppressive situations Blacks are in by setting action agendas, interfacing with state legislators and policymakers, and gathering leaders in our respective areas to press upon local governments to engage in self-assessment with the distinct purpose of rooting out the gross inequities Black Iowans are facing and scarcely enduring.

The summit focused on Criminal Justice and Health Issues. On Friday evening, the event kicked off with Reverend Dr. Mary Robinson, pastor of All Nations Community Church in Waterloo, spoke about her role in helping to establish the commission on the Status of African Americans in 1989 and the need to set our priorities and submit an agenda to the Iowa Legislature for the upcoming session. The keynote speaker was Diana Daniels, president of the National Council on Educating Black Children. She talked about black children and education. She identified the challenges facing our youth today and comparing all students to a single, educational standard.

Saturday offered an abundance of intellectual stimulus. Dr. Manning Marable, Professor of Public Affairs, Political Science, History and African American Studies at Columbia University in New York City, started off by presenting his thoughts about the state of African Americans and how ineffective leadership has led us to a state of moral decay and social disadvantage.



Dr. Willie Legette, a professor in the department of Social Sciences at South Carolina State University, spoke about the lack of African Americans being in charge of community development and a real community base that works for everyone.

Dr. Claud Anderson, back by popular demand, emphasized the need for us to learn the economic impact African Americans have on the economy and demand our piece of the pie.



THE OCBI CAMPAIGN: Youth, Education, and Social Welfare

“Stop the Violence”: The Iowa Ten Point Plan for the 21st Century

The Iowa Ten Point Plan for the 21st Century are actions to help youth develop more positive and productive life-styles.

1. Promote and campaign for a cultural shift to help reduce youth violence, both physically and verbally within the Black community by initiating conversations, introspection and reflection on the thoughts and actions that do not allow us to be competitive in a capitalistic society.
2. Develop, as churches, the larger faith community, and other community organizations, a curriculum regarding Black history to help young people understand our significant educational, cultural and scientific contributions made to global community.
3. Acknowledge and respond to the impact of trauma as a physical and emotional reality on the lives of our young people and their families as a direct result of violence, especially the impact that domestic violence makes on women of color and their families.
4. Build meaningful relationships with high-risk youth by recognizing their reality on their terms and in their spaces.
5. Focus specially on connecting and rebuilding the lives of youth who have been incarcerated and stigmatized by mainstream society (as well as youth who have parents who are incarcerated).
6. Provide youth advocacy and one-on-one mentoring for high-risk youth.
7. Provide gang mediation and intervention for high-risk youth with the goal of establishing cease-fires and building the foundation for active peace.
8. Establish accountable, community-based economic development projects that generate revenue, and through financial literacy programming help demystify the accumulation and power of money.
9. Build partnerships with the community organizations of our city, with suburban and downtown communities of faith to help provide spiritual, human and material support.
10. Provide ongoing training for coalition members along with a systematic program in leadership development to create, maintain, and sustain community mobilization.

*An alliance between the Iowa Commission on the Status of African Americans and
The Iowa Missionary and Educational Baptist State Convention*

“The tipping point is that magic moment when an idea, trend, or social behavior crosses a threshold, tips, and spreads like wildfire.”

Malcolm Gladwell



The OCBI Tipping Point

The OCBI Tipping Point

In July 2007 the division introduced a new e-newsletter “**The OCBI Tipping Point**”. This edition was sent via email to constituents across the state providing updates of the OCBI statewide initiative.

19th Annual Dr. Martin Luther King, Jr. Ceremony



On January 21, 2008, Iowa celebrated the 19th year of Reverend Dr. Martin Luther King, Jr. holiday. Governor Chester Culver signed a proclamation declaring the week of January 21st, Dr. Martin Luther King Jr. week in Iowa. Mr. Leonard Pitts, a Pulitzer Prize winner delivered a dynamic keynote address to over 250 attendants. Martin Luther King awards for lifetime achievement were presented to Mary “Lyn” Stinson of Cedar Rapids and Ruth Ann Gaines of Des Moines. State Representative Wayne Ford accepted the first ever

Pinnacle Award—the Harold Washington Pinnacle Award—which is awarded to the citizen whose civic and political work has improved the quality of life for black Iowans. Violin virtuoso Daniel Lee Davis blessed the audience with his musical talent.

Other Efforts, the Partnership with U of I, and Davenport Disparity Study

Other OCBI communities--other than those which have reports reflected in this annual report-- have also organized and are working on reports, but these reports were not ready at the time of this publication. From the outset, we announced that this was a 5-year plan, so we are well within the time frame for OCBI community development and organization.

We are excited about a new partnership which has emerged with the University of Iowa in Iowa City. Because of the caliber of leadership and expertise present at our last summit, interested citizens helped make a contact with Dr. Marcella David in the Department of Diversity and Opportunity at the university. We look forward to any collaboration and partnership that can be developed between the division and the University of Iowa, the institution itself and the various professors and their departments.

Davenport Disparity Study

Lastly, the commission takes particular pride in being a partner with the city of Davenport in its effort to fund the city's (and to our knowledge) the state of Iowa's first Disadvantaged Business Enterprise (DBE) Disparity Study. The study seeks to work with Mason Tillman Associates, Ltd., from Oakland, California.

Mason Tillman will help determine whether or not a statistically significant disparity exists between the number of minority-owned and woman-owned business enterprises (M/WBEs) that were ready, willing, and able to provide goods and services to the City and the number of M/WBEs that were actually providing goods and services to the City. The study will focus on four industries—construction, design and engineering, professional services, and general services in the city of Davenport.

The study should take approximately one year to complete.

Projects / Collaborations / Division OCBI Initiatives

The Division on the Status of African-Americans has always operated on a limited budget. As a result, the division helps create opportunities to collaborate with a number of state and federal agencies, along with community and faith-based organizations on special events with statewide participation whose goals intersect with those of the division, advancing the status of African Americans in Iowa. The following projects included valuable input, resources, and physical manpower by the division in fiscal year 2008. These projects are also tied in with the focus areas of the OCBI.

Criminal Justice

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

Disproportionate Minority Contact Committee of the Juvenile Justice Advisory Council

The division participated in the planning of the sixth annual conference focuses on addressing over-representation of minority youth in both the juvenile justice and child welfare systems. The two-day conference was held November 27-28th and explored linking child welfare, juvenile justice, education and health to reduce racial disparities. The committee was developed by the Criminal & Juvenile Justice Program Advisory Council to reduce racial and ethnic disparities in the juvenile justice, child welfare and other systems.

Governor's Task Force on Race and Detention

ICSAA proved a viable resource for this board addressing the issue of offenders returning to prison. CAB was established to bring together a multidisciplinary group of community representatives to provide experience, expertise, and support to reentry offenders, by providing resources needed to sustain living in the community.

Governor's Task Force on the Overrepresentation of Blacks in the Criminal Justice System

Governor Culver reconvened this task force originally started under Governor Vilsack. A report was generated in 2000, and this is an attempt to determine whether or not the recommendations were in any way acted on and /or still needed. Recommendations along with budgetary considerations were made to properly address each of the recommendations in the initial Task Force report.

Forty Years of Fair Housing: Moving Forward with Civil and Human Rights

The 22nd Annual Symposium presented by Des Moines Human Rights Commission, Greater Des Moines Friends of Human Rights, Inc. and the Iowa Civil Rights Commission, workshop was co-presented by administrator Funchess on Education/ Employment: Stemming Suspension & Student Dropping Out Trends: Workforce Impact.

City of Waterloo Human Rights Commission Annual Awards Luncheon

The Waterloo Human Rights commission recognizes local community advocates, employers, businesspersons, employees, educators, youth, and other citizens for their work towards eliminating discrimination based on race, creed, sex, national origin, age, mental or physical disability. Administrator Funchess delivered the keynote address at this luncheon to many supporters of this event. Funchess

received the commission's 2008 Award for "Building Unity and Developing Understanding."

EDUCATION

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

Westfield School - Akron

The division administrator provided insightful statements on prejudice and discrimination in Iowa in response to a student questionnaire that was circulated at this school.

2007 Strengthening and Valuing Latino Families and Communities Conference

This roundtable discussion highlighted common concerns among black and brown communities and to find common ground. The participants discussed strategies to lead to building and strengthening bridges between the two communities. Co-conveners included Commission on the Status of African Americans, Division on Latino Affairs, and University of Iowa Office of Equal Opportunity and Diversity.

Multicultural Committee of New City Ministries – Waterloo

Spiritual Reconciliation and Transformation as Part of the "New City", facilitated by Administrator Funchess, was a series of weekly conversations around issues of race, ethnicity, reconciliation and transformation in the Cedar Valley area. These conversations were a result of recognizing that our young people have seen "the results of shattered relationships, family brokenness, racial and ethnic wars and terrorism" and are looking for meaningful alternatives.

Revival Conference – University of Iowa Black Student Union

The conference purposed to provide a forum for serious discussion and engagement to help push African American culture forward. Funchess was a part of speeches and presentations by other prominent African Americans around the state who discussed various subjects: leadership, literature, business, and engaging new allies.

Central Iowa Society for Human Resource Management (CISHRM) Diversity Lunch N Learn

CISHRM hosted a panel discussion including ISCAA, Commission on Asian & Pacific Islander, Division of Latino Affairs, Deaf Services, and Refugee Services focused on how employers can partner with these organizations to enhance the diversity experience.

8th African-American Male National Conference

ICSAA participated in this annual conference that is committed to the stability and continued growth of the African American family. This national conference played an integral role in assuring that the every African American male has the opportunity to reclaim his role in strengthening the African American family and community. The administrator also serves as a member of this national council.

Iowa Chapter of American Society for Public Administration (ASPA) Presentation – Forty Years After King: Where Do We Go From Here?

Administrator Funchess provided a provocative speech for this luncheon.

4th Annual Diversity Conference: "Many

Faces; One Vision” – Indian Hills Community College

“The OCBI Initiative: Where Do We Go From Here?” session was presented by Funchess at this conference to enlighten the attendees about the purpose of the initiative and to appreciate how this civic innovation serves as a vehicle for information-sharing as well as coalition-building, not only in Iowa, but across the nation.

The Federal Employee Diversity Committee’s DIVERSITY in the WORKPLACE Training

ICSAA staff presented training on diversity in the workplace for federal employees in Des Moines. The session was entitled “Cultural Competence and Diversity”. Over 50 federal employees were in attendance.

Collaboration with Movie Writer: Joseph Cassis

The division is teaming up with script writer Joseph Cassis (who also works with the Iowa Communications Network) to capture the remarkable Iowa and national history in the biography of Alexander Clark, Sr. A movie script has been written, entitled “Marks of Freedom”, and is currently being reviewed. A business plan is in progress, as development on a documentary and full feature film continues.

HEALTH

Commission Goal – Improve the health of Iowa’s African American citizens.

Families USA

The division worked in collaboration with the Department of Public Health to address issues of health disparities in Iowa which were a part of a project dealing with the “The Role of the Religious Community in Overcoming Health Care Disparities.”

Families USA representatives attended our 2nd Annual OCBI Summit in Waterloo and talked more about these health disparities and what this means in terms of quality of life and life expectancy issues for our constituency.

Iowa Coalition Against Sexual Assault – Women of Color Advisory Network

Division staff and the Women of Color Advisory Network held its eighth statewide conference “Different Colors of Violence VIII: To Dream in Color for teens of color in December 2007. The event was a great success, with over 150 middle and high school students in attendance. The informational and interactive workshops were filled with strategies to identify and prevent violence in their homes, schools, communities and personal relationships addressing the issue of sexual violence among teens of color. The division has been involved in the planning of the event since its inception.

April 2008, marked sexual assault awareness month, ICSAA co-sponsored “A Call to Men” along with Iowa CASA, and the Iowa Commission on the Status of Women. Tony Porter, co-founder of A Call to Men: The National Association of Men and Women Committed to Ending Violence Against Women, keynoted and led the engaging workshop of this forum.

Blackhawk County Public Forums on Coal Fire Plant

The administrator continued to be very active in the community with respect to discussions which examined the news of a coal fire plant proposed to be built on the east side of Waterloo. Community members continue to examine the pros and cons of having such a plant in the neighborhood and the possible health risks.

ECONOMIC DEVELOPMENT AND POLITICAL EMPOWERMENT

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

Iowa Coalition Against Domestic Violence (ICADV) Leadership Institute for Tomorrow (LIFT)

Division staff and ICADV introduced a new program to support hiring, promotion, advancement and leadership for women of color in administrative and management opportunities. The program will select 10 women of color to undergo a year-long training to prepare them for employment in a domestic violence program or other non-profit agency.

Iowa Division of Latino Affairs' Iowa Youth Congress (formerly known as Youth Civic Participation Project (YCPP))

The Division on the Status of African Americans is working in collaboration with the Divisions of Latino Affairs and Asian and Pacific Islander Heritage to include and educate minority youth about the importance of full engagement in the democratic process, representative government, democratic values, and responsible civic participation. Student representatives will be elected from over 50 targeted schools. The first 100 elected students will form the annual Iowa Youth Congress.

These elected representatives will act like a real elected body that deals with constituent issues and form public policy. The administrator spoke at this year's Congress dinner.

CULTURAL COMPETENCY AND AWARENESS

Allen Memorial Hospital

The division participated in cultural competency presentations discussing the cultural expectations and differences in treatment among Black people and other people of color.

Allen College

Participated in Allen's annual cultural competency panel discussion exploring the expectations and differences between the professional staff and the patient.

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

The eighth annual IMMAWII celebration which highlights African-American arts, culture and contributions through education, awareness, preservation and continual educational outreach was held in January 2008. This event garners a little over 1,000 visitors each year, and devotes one day for educational outreach around African American History for students.

Support Services

The Division on the Status of African-Americans is mandated by Iowa Code chapter 10, 216a.146 to provide information, services and referrals, and remain the bridge of communication between African Americans and state government. Over this past year, the division responded to over 300 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 support services, information, and referrals, include but are not limited to:

Assessment
Data and Statistics
Diversity / Cultural Competency Training
Education Assistance
Employment Referral

Housing Referral
Outreach and Marketing
Program Development
Information Dissemination

Through working with community, religious and faith-based organizations, local, state, and federal government agencies, SAA has provided support and services in the following areas for fiscal year 2008:

African American Historical Museum – Cedar Rapids (*Advisory committee*)
African American Male National Council (*Executive board*)
Creative Visions (*Information dissemination, outreach*)
Department of Administrative Services (*Data & statistics, outreach*)
Department of Corrections (*employment outreach*)
Department of Cultural Affairs (*outreach*)
Department of Economic Development (*Outreach, information dissemination*)
Department of Education (*Information dissemination*)
Department of Human Services (*Information dissemination*)
Department of Public Health (*Information dissemination*)
Des Moines University (*Outreach, information dissemination*)
DMC Advisory Council (*Advisory committee*)
Drake University (*Information dissemination, employment referrals*)
Employee & Family Resources (EFR) (*information dissemination, employment referral*)
Friends of Iowa Civil Rights Commission (*Information dissemination, outreach*)

Habitat for Humanity (*Outreach*)
Hamilton Business College (*employment referrals, outreach*)
Hawkeye Community College (*employment referrals*)
Hurricane Katrina Victim Response Team (*Referrals, outreach, support*)
Iowa Bystander (*Outreach, information dissemination*)
Iowa Civil Rights Commission (*Outreach, information dissemination*)
Iowa Coalition Against Domestic Violence (*information dissemination, Advisory Committee*)
Iowa Council for International Understanding (*Information dissemination*)
Iowa Juneteenth Committee (*Outreach, information dissemination*)
Iowa State University (*Employment opportunities, information dissemination*)
Iowa Workforce Development (*information dissemination*)
NAACP (*Outreach, information dissemination*)
Office of the Governor (*Data & statistics, referrals and outreach*)
Polk County Victim And Advocacy (*Information dissemination, data & statistics, educational outreach*)

Appendices

**Division on the Status of African-Americans
Department of Human Rights
Report of Expenditures
Legislative Appropriation
Fiscal Year 2007**

CATEGORY	TOTAL EXPENSES PAID AND ACCRUED	
<i>Total Appropriation</i>	²	\$376,266.00
SALARY & WAGES		\$165,035.00
TRAVEL		\$20,455.34
OFFICE SUPPLIES		\$614.89
RENTALS		\$1,662.50
PROF & SCIENTIFIC SERVICES		\$44,306.75
PRINTING		\$7,882.23
POSTAGE		\$248.46
COMMUNICATION		\$4,227.59
OUTSIDE SERVICES		\$44,306.75
ADVERTISING		\$14,897.33
REIMBURSEMENTS TO OTHER AGENCIES		\$48.00
ITS REIMBURSEMENTS		\$1,321.05
IT EQUIPMENT & SOFTWARE		\$902.21
<hr/>		
TOTAL EXPENSES PAID AND ACCRUED	\$341,732.18	91%
TOTAL EXPENDITURES	\$341,732.18	91%

² ICSAA's appropriation was \$160,081 - DHR provided ICSAA \$21,362 to assist with operational costs.

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

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 leadership 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

