

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

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Annual Report  
August 2000

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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**

### **1999-2000 Members**

<p>THERESA CLARK-KLINE            ANGELA GRAVELY-SMITH            JIM HESTER            ISAIAH "IKE" JOHNSON            JOSEPH MCGILL, JR.            JOYCE MCGLORY            CAMILLE SCULLY            JEROME THOMAS            VACANCY</p>	<p>Fort Madison            Iowa City            Davenport            Denison            Cedar Rapids            Des Moines            Waterloo            Dubuque</p>	<p>term expires 2004            term expires 2004            term expires 2002            term expires 2002            term expires 2004            term expires 2004            term expires 2002            term expires 2000</p>
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Ex-officio Member  
 ROSE VASQUEZ, Director  
 Department of Human Rights

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

### **1999-2000 Staff**

<p>TRAEVENA POTTER-HALL            KIMBERLY CHEEKS</p>	<p>administrator            program planner</p>	<p>appointed March 1999            joined staff in September 1997</p>
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## **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.

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## Executive Summary

Prepared by Traevana Potter-Hall

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Now going into its twelfth year of existence, the Commission on the Status of African-Americans (ICSAA) has refocused its attention to reviewing its legislative mandate and evaluating its effectiveness as a resource for African-American Iowans. It has become increasingly clear that ICSAA must improve upon its community relations and respond more effectively to issues that are of great concern to our constituency.

As part of its efforts to establish itself as a link between the African-American community and state government, ICSAA conducted its first series of public hearings in seven locations across the state. The hearings provided a forum for individuals and organizations to present information to the commission about the unique challenges that face our constituency in different cities throughout Iowa. Information gathered during the public hearings was organized into Agenda 2000, a document that outlines the objectives and initiatives of the commission for the year.

The primary purpose of the written Agenda is to provide a summary of ICSAA's priorities for public review. It is critical that any efforts that are made on behalf of African-American Iowans should be based upon careful consideration of what African-American Iowans feel is important. Further, clearly defined objectives are essential in order for the commission to be held accountable for producing desired measurable outcomes. ICSAA has not previously been viewed by constituents as a resource and the only way

to change that perception is focus on obtaining results.

On March 17 and 18, 2000, ICSAA's fifth annual Iowa African-American Women's Conference convened in Waterloo. The event drew more than 500 women and men of all ages from across the state and dealt with black women's spiritual, health and wellness issues from an Afrocentric perspective. The purpose of the program was to provide a forum for meaningful discourse about a broad range of issues including breast cancer and other diseases, education, and financial planning.

During the past year, ICSAA substantially increased its involvement as a liaison to committees and task forces that focused on minority issues. Examples include the Governor's Task Force on the African-American Prison Population and the Minority Health Advisory Committee within the Department of Public Health. It is critical that ICSAA serve as a resource not only for black Iowans specifically but also to state and local government and community organizations. Collaborating on shared concerns is the primary way that we will begin solving the problems within our community.

Regards,

A handwritten signature in cursive script that reads "T. Potter-Hall".

Traevana Potter-Hall  
Director

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## Programs and Events

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### Public Hearings

The Iowa Commission on the Status of African-Americans (ICSAA) conducted seven regional public hearings throughout Iowa to gather information on issues affecting African-Americans in the state. Individuals and organizations with an interest in these issues were encouraged to present written or oral testimony at the public hearings. Testimony influenced the ICSAA 2000 Agenda, which included recommendations to the Governor and General Assembly as well as other constructive action.

All persons or organizations wishing to present information for consideration at a public hearing were

welcome, as well as any community members who were interested in learning more about ICSAA. This was an excellent opportunity for constituents to meet commissioners and discuss issues that are important to African-Americans. Those wishing to discuss a particular issue were encouraged to call or write for scheduling on the agenda at least three days in advance of the hearing. This helped to guarantee that time would be reserved for all individuals or organizations wishing to present to the commission. The public hearing schedule was as follows:

October 11  
Fort Dodge Senior  
High School  
819 North 25<sup>th</sup>  
Fort Dodge, IA 50501  
7:00 – 9:00 PM

October 14  
Best Western Midway Hotel  
3100 Dodge Street  
Dubuque, IA 52001  
7:00 – 9:00 PM

October 18  
Western Hills AEA  
1520 Morningside Avenue  
Sioux City, IA 51106  
7:00 – 9:00 PM

October 19  
St. Paul United  
Methodist Church  
1340 3rd Avenue SE  
Cedar Rapids, IA 52403  
7:00 – 9:00 PM

October 21  
Waterloo Museum of Art  
225 Commercial Street  
Waterloo, IA 50701  
7:00 – 9:00 PM

October 25  
Second Baptist Church  
3121 Avenue N  
Fort Madison, IA 52627  
7:00 – 9:00 PM

October 28  
North High School  
626 West 53rd Street  
Davenport, IA 52806  
7:00 – 9:00 PM

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# Iowa Commission on the Status of African-Americans Agenda 2000



## 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 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 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.

## 2000 Dr. Martin Luther King, Jr. Ceremony

January 17, 2000 marked the 11<sup>th</sup> year for the State of Iowa's annual celebration commemorating the Reverend Dr. Martin Luther King, Jr. The event was held at the State of Iowa Historical Building, beginning with the signing of the proclamation declaring January 17, 2000 as Dr. King day and January 15 through 21<sup>st</sup> as Dr. King week in Iowa by the Honorable Thomas Vilsack, Governor.

Following the proclamation signing, Harvey Andrews, MLK planning committee representative, led the traditional bell-ringing presentation. We were honored this year with the presence of Democratic Presidential Candidate, Bill Bradley, who joined in by assisting the children chosen to ring the simulated bells for the audience. After the bell-ringing ceremony, the attendees joined in singing "We Shall Overcome", led by the Voices of Inspiration of Des Moines, and proceeded into the auditorium for the remainder of the event.

The event began with a welcome and explanation of the theme by mistress of ceremonies, Traevana Potter-Hall. Next an invocation was presented by Dan Berry, Pastor of Cornerstone Family Church of Des Moines. Voices of Inspiration rendered a musical selection that was followed by remarks from Governor Thomas Vilsack. Senator John Kerry, D-Massachusetts, joined the featured speakers on stage as a special guest.

The keynote address was given by Lieutenant General Russell Davis of Arlington, Virginia. Appointed by the President of the United States as Chief of the National Guard Bureau of the United States Air Force, Lt. General Davis was responsible for formulating, developing



and coordinating all policies, programs and plans affecting more than half a million army and air National Guard Personnel. He has been awarded the Tuskegee Airmen Achievement and Service Award and the NAACP Roy Wilkins Achievement Award. His speech reflected on the theme "His Dream...Iowa's Dream" and how Iowans can make Dr. King's dream a reality.

The next item on the agenda consisted of the presentation of the MLK Lifetime Achievement Awards, which were presented by Governor Vilsack. The recipients for 2000 included Dr. Julius Conner, Director of Polk County Health



Department and Monroe Colston, President of the Greater Des Moines Foundation, both of Des Moines. The third recipient was JoAnn Jordan, a recruiter for Four Oaks, a mother, foster parent and mentor from Waterloo, Iowa. The award recipients were selected based on nomination forms submitted by community members who wanted to recognize these individuals for showing a commitment to service in their respective communities.

After the awards presentation, the choir rendered two more selections followed by closing remarks from the Director of ICSAA. Reverend James Moody, Bethel AME Church, Des Moines gave the closing benediction.

The overall response to the program was very positive and the number of attendees exceeded 300. The event was planned with the help of these fellow State of Iowa employees: Harvey Andrews,

Workforce Development; Mike Carrier, Department of Natural Resources; Tim Fitzgibbon, Iowa College Student Aid Commission; Tara Ganpat-Puffett, Commerce Commission; Robert Johnson, Department of Transportation; Terra Levell, Department of Agriculture; Scott Moline, Iowa Law Enforcement Academy; Dana Tate, Department of Inspections and Appeals; Sheri Weathers, Iowa Civil Rights Commission; and Crystal Woods, Governor's Alliance on Substance Abuse.



## 2000 African-American Women's Conference

Reaping a turnout of nearly 500 participants, the Fifth Annual Iowa African-American Women's Conference continued the tradition of celebration and appreciation of African-American women. The two-day conference in Waterloo focused on the empowerment, unification and education of African-American females of all ages. The event featured keynote speakers that presented information about the status of women's physical health, as well as promoting the need for spiritual and economic well-being.



The event was kicked-off by Dr. Paula Mahone, known for her successful delivery of the McCaughey septuplets in Des Moines, Iowa. Dr. Mahone gave an overview of the current status of black women's health in Iowa. The luncheon featured a keynote speech by Dr. Julianne Malveaux, a renowned economist and political activist. She spoke on such issues as the importance of the 2000 US Census and black people's participation in the 2000 election. She emphasized the importance of African-American women taking care of their spiritual being as well as expanding their participation in the political process. Malveaux called for a



joint effort between black and Latino women to fight against the institutions responsible for the lower socio-economic status of women of color.

Dr. Mae Jemison, a former NASA astronaut, wrapped up the day with words of inspiration for young women. She encouraged them to fulfill their dreams without letting others define what their dreams should be based on gender or race. Workshop sessions covered topics from spiritual healing to counseling teenage girls about sexual violence. The sessions engaged the participants in meaningful discussions and exercises, providing tips



and tools to use for personal and



Conference presenter Cathee Connor with participant

professional development. Ultimately, the conference proved to be an event that focused on the accomplishments and the diversity among Iowa's African-American women. It served as a forum to express the need for fellowship and leadership on a local and national level in order to achieve social and economic equality.

Sponsors of the Fifth Annual Iowa African-American Women's Conference included the Iowa Department of Cultural



KBBG, Waterloo's black radio station, broadcasting via live remote from the conference

Affairs, the Iowa Department of Public Health, the Iowa Department of Economic Development, the United States Department of Public Health, Wartburg College and the United States Census.

The success of the conference could not have happened without the commitment of many volunteers. Funds for the conference were raised by the commission and volunteers, exceeding \$50,000. The money came in the form of donations, grants, registration fees, and the sale of advertisements and memorabilia. Many of the major expenses included advertising, facility rental, meals and lodging, speakers honoraria and travel.



Conference participants touring Exhibition Hall

# Appendices

## Division on the Status of African-Americans Department of Human Rights

### Report of Expenditures Legislative Appropriation Fiscal Year 2000

CATEGORY	TOTAL EXPENSES PAID AND ACCRUED	% OF BUDGET EXPENDED
SALARY & WAGES	\$102,512	79.1%
TRAVEL This includes: Mileage, transportation, meals and lodging for commissioners and staff	\$3,573	2.6%
OFFICE SUPPLIES This includes: Stationery, postage, periodicals, books, special forms	\$5,980	4.6%
OTHER SUPPLIES This includes: Film and film processing, video tape	\$115	0.1%
PRINTING This includes: Publications and supplies	\$5,777	4.5%
COMMUNICATION This includes: ICN charges, faxing, long distance, WATS, e-mail and rental fees	\$4,439	3.4%
OUTSIDE SERVICES	\$474	0.3%
ADVERTISING & PUBLICITY This includes: Advertising, public information, promotional supplies	\$3,670	2.8%
HOURLY WAGES	\$386	0.3%
RENTALS	\$80	0.1%
PROF & SCIENTIFIC SERVICES	\$706	0.5%
ITS REIMBURSEMENTS	\$703	0.5%
OFFICE EQUIPMENT	\$326	0.3%
DATA PROCESSING NON-INVENTORY	\$439	0.3%
TOTAL EXPENSES PAID AND ACCRUED	\$129,375	0.99%
TOTAL LEGISLATIVE APPROPRIATION	\$129,500.00	

**2000 Iowa Code**  
**Subchapter 10**  
**Division on the Status of African-Americans**

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**216A.141 Definitions.**

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

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

**216A.142 Establishment.**

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

**216A.143 Meetings of the commission.**

The commission shall meet at least once each quarter and may hold special meetings on the call of the chairperson. The commission may adopt rules pursuant to chapter 17A as it deems necessary for the conduct of its business. The members

of the commission shall be reimbursed for actual expenses while engaged in their official duties. Members may also be eligible to receive compensation as provided in section 7E.6.

**216A.144 Objectives of commission.**

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

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

**216A.145 Employees and responsibility.**

The administrator shall be the administrative officer of the division and

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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.
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**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

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#### 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.

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**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 601 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 hereinbelow:

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
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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.

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**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]

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## Iowa Counties with Significant African-American Populations \*

**Total Iowa Population: 2,862,447**  
**Total African-Americans: 56,880 (2.0% of total)**

County	Total Population	Total African-Americans	Percentage
Black Hawk	121,121	9,138	7.54%
Cerro Gordo	46,159	332	0.72%
Clinton	49,897	809	1.62%
Des Moines	41,944	1,432	3.41%
Dubuque	87,806	389	0.44%
Hardin	18,462	100	0.54%
Henry	19,983	263	1.32%
Jasper	35,961	114	0.32%
Jefferson	17,113	109	0.64%
Johnson	102,724	2,484	2.42%
Jones	20,349	362	1.78%
Lee	38,471	1,325	3.44%
Linn	182,651	4,080	2.23%
Marion	31,357	115	0.37%
Marshall	38,732	310	0.80%
Muscatine	41,126	326	0.79%
Page	17,269	238	1.38%
Polk	359,826	18,374	5.11%
Pottawattamie	86,174	564	0.65%
Scott	158,591	9,408	5.93%
Story	75,268	1,316	1.75%
Wapello	35,440	308	0.87%
Warren	40,196	113	0.28%
Webster	38,705	942	2.43%
Woodbury	101,672	2,221	2.18%

**Shaded areas represent counties with 100 or more African-Americans**

