



Strategic Planning Sets Tone for 2013-2014

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In Spring 2013, AHRC began a process with the Assistant City Manager, Melissa Mundt, to develop a strategic plan for 2013-2015. Between February and May, the AHRC met to discuss what the focus of the Commission should be and decided that they would participate the following events annually in an effort to promote goodwill among racial, religious, and ethnic groups:

- Martin Luther King, Jr. Day Celebration --January
- Fair Housing Month --April
- 4th of July Parade Entry --July

- Annual Seminar --August
- FACES --September

Additionally, they set forward a work plan for the five core areas of their responsibilities in Chapter 14 of the Municipal Code, which are:

1. *Unfair or Discriminatory Housing Practices*
2. *Unfair Accommodation or Services*
3. *Unfair Employment Practices*
4. *Unfair or Discriminatory Education*
5. *Unfair Credit Practices*

•AHRC also determined that they need to focus on several other priorities that fell outside the core areas to enhance their work in the community. These

included working with ICRC to conduct investigation training for AHRC volunteers, creating awareness and understanding of mental health issues in the community and develop a plan for educating the public about the Commission. Use the following resources:

- Social media (YouTube and Facebook)
- City website
- City Side
- Channel 12 spotlights
- KHOI radio
- Direct public interaction through one on one discussion, educational programs, and sponsor programs
- And explore ways to welcome new resident.

FACES Under Construction...

AHRC held multiple meetings with community stakeholders regarding FACES 2013. The intention was to take a fresh look at the purpose of FACES of Ames. While the event began as a diversity initiative, the content evolved over the years into more representation of community groups vs. awareness or education about diversity.

While attempting to define the purpose of FACES, it became clear that we needed the community's perspective on what type of event Ames needs FACES to be. AHRC and

other community representatives discussed two different goals: celebrating diversity and creating awareness of the need for understanding. That is when the group decided to ask the community what the focus should be.

AHRC is identifying community groups and individuals to assemble and provide input on what is needed most in our neighborhoods and throughout the community. These are groups such as neighborhood associations, civic groups,

human service agencies, ISU groups and task forces, businesses, cultural organizations, churches, etc. It is important to gather a representative and an inclusive group of people to identify the needs of the community.

AHRC will compile information and plan to recruit planning committee members for the next two years' celebrations, and that group will coordinate the event, in partnership with AHRC.

AHRC is excited to see a new approach to FACES, and feel that a community-driven event will provide outcomes that align with the AHRC's goals.

Members of AHRC

- Amy Juhnke, Chair
- Devita Harden
- Barbara Woods
- John Klaus
- Nicole Facio

Project Serve, October 2013

The AHRC was invited to participate in the 2013 Project SERVE event. The community wide event is sponsored by the First Evangelical Free Church of Ames. According to Debbie Johnson, event coordinator, Project SERVE hopes to better the city and lives of those living in the Ames area.

On October 13th 2013, Devita Harden represented the AHRC. There were around 25 other community organizations represented at the event. Attendees were provided an opportunity to either become members or learn about the services offered. Each organization was placed into 1 of 4 service themed groups; Desperate, Forgotten, Broken, and Vulnerable. The AHRC was placed in the Forgotten group, whose theme was "I was alone and you welcomed me".

The event allowed Harden to interact one-on-one with residents of Ames and surrounding areas eager to learn the role of the AHRC. Devita handed out AHRC brochures that explained how to file a discrimination complaint. Some individuals were impressed and somewhat surprised that the City has its own Municipal Code against unfair or discriminatory practices. Attendees were pleased to learn of other events that the AHRC has participated in such as the Fair Housing seminar, the Unfair Credit forum, FACES and the MLK birthday celebration. The children who stopped by the table were treated to strawberry and peppermint candy.

By attending the event the AHRC demonstrated the commitment, dedication, and willingness to partner with other community agencies that strive to improve the quality of life for the residents of Ames.

4th of July Parade

Once again, members of the Ames Human Relations Commission walked in the 4th of July parade proudly carrying a banner proclaiming its mission of "Freedom and Fairness" for all. The banner carriers were closely followed by a vintage convertible filled with an ethnically diverse group of young people bearing the promise of liberty and equality for generations to come.

Unfair Credit Practices Seminar, October 2013

On October 22, 2013, the AHRC hosted a lunch and learn to provide information regarding unfair credit practices. The goal of this program was to present information from both a legal and educational perspective on how unfair credit practices occur and how to prevent them. Assistant Attorney General Jessica Whitney gave a presentation titled, "Expensive Credit and Illegal Credit

Practices in Iowa." Dr. Suzanne Bartholomae, a specialist in financial management from Iowa State University Extension and Outreach, gave a presentation regarding the financial education programs provided at Iowa State and a general overview about those populations in Story County which are at the greatest risk. The presentation was designed for individuals, advocates, or

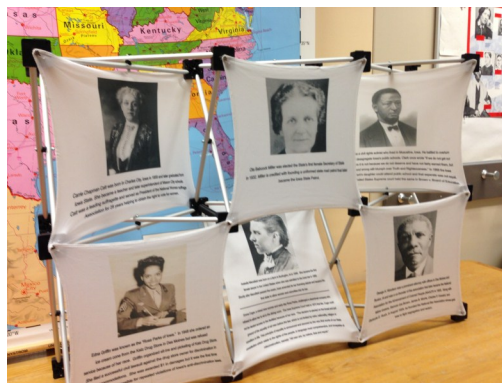
direct care professionals who assist populations at risk of unfair credit practices and other community members interested in prevention of these practices. Representatives from community agencies including MICA, Emergency Housing Project, Youth and Shelter Services, and Lutheran Services in Iowa were present along with interested community members.



1st Annual Iowa Civil Rights Symposium, November 2013

Be the Change --AHRC Commissioners Harden, Juhnke, and Klaus, attended the first Iowa Civil Rights symposium on November 1, 2013 in Des Moines. AHRC Investigator Fultz attended as well. The theme for the symposium was "Be the Change". The presentations included: Harassment in the Work Place, Disability Law, Gender Identity, and Racial Profiling

in Public Accommodations. Attendees received copies of the presentations for future reference.



Martin Luther King Jr. Day, January 2014

Commissioner Harden represented the AHRC in the planning of the city wide celebration of Dr. Martin Luther King Jr. . The planning committee included representatives from YSS, ISU, Volunteers of Story County, Ames Community School, and United Way. The planning committee met four times to select the keynote speaker, an emcee, and to discuss publicity for the celebration. Collaboration among the

committee was positive as ideas and suggestions were discussed.

One of Commissioner Harden’s goals for the celebration was to invite more Ames organizations to participate in the citywide celebration. Ames Public Library provided bookmarks and Smyles and Boy Scout Pack 275 handed out the bookmarks. The NAACP provided the paper ware for

the event. The event was a huge success.



Humanitarian Award, January 2014

The Commission presented the Ames Humanitarian Award to retired Ames police officer Rollie Link during the 2014 Martin Luther King, Jr. celebration. He was recognized for his personal efforts to promote understanding between the police department & general public, and the Latino community in Ames.



AHRC Sesquicentennial Exhibit, January 2014

The Commission took advantage of the Ames Sesquicentennial to promote the commission as a resource to the community and to celebrate the history of civil rights and diversity in the community. Two portable exhibit pieces were created, which can be loaned out and/or displayed in the community throughout the year.

the exhibit for the rest of the year.

One piece showcases notable Ames individuals who had a major impact on civil rights with their photo and a short description. The other piece presents a timeline of significant activities that have happened over the last 150 years on a national, state and local level that impacted civil rights.

The display was featured during the Ames Chamber of Commerce annual event in January, and had great positioning amid a collection of exhibits. The commission also developed a tentative list of locations/events to share

The Commission has already received positive feedback on the display, and groups have expressed interest in including the display in their future plans.



City of Ames

During 2013-2014 AHRC received five cases.

- Housing Related: 3-handled by AHRC Investigators and Hearing Officer
1-sent to Iowa Civil Rights Commission
- Racial Related: 1 –sent to Iowa Civil Rights Commission

Ames Human Relations Commission

Chapter 14 —Human Relations of Ames Municipal

The purpose of this chapter is to implement the provision of the Iowa Civil Rights Act and to further provide for the general welfare of persons in the City of Ames, Iowa, by prohibiting certain discriminatory practices, and to establish a commission for the investigation of complaints of discrimination; and, **to undertake projects of education to prevent discrimination**; and, to establish procedures for the conciliation of such complaints; and to enforce the provisions hereof.

Powers and Duties under Code: To issues such publications and reports of investigations and research as in the judgment of the commission shall tend to promote good will among the various racial, religious, and ethnic groups of the state and which shall tend to minimize or eliminate discrimination in public accommodations, employment, apprenticeship and on-the-job training programs, vocational schools, or housing because of race, creed, color, sex, national origin, religion, ancestry, disability or sexual orientation.

A Smart Choice!



The Commission recommended updates to Chapter 14 in 2013 to include gender identity. This was approved by the City Council in the Fall of 2013, along with a participation agreement with the Iowa Civil Rights Commission.

IRIS Participation, March 2014

On March 12, 2014, the Ames Human Relations Commission welcomed to Ames a delegation from the Ukraine, sponsored by Iowa Resources in Service (IRIS). Commission members gave presentations describing its mission of education, investigation, and conciliation on matters related to prohibiting discriminatory practices pertaining to housing, employment, and public accommodations and service. Commission members, along with Mayor Ann Campbell, then participated in a lively question and answer session with the visiting delegation. The Ukrainian delegation showed acute interest in the many ways in which Ames reaches out to its residents to afford transparency in the city budget, finances, and the decision making process for city projects and programs.

Fair Housing Month, April 2014

Once again, AHRC participated in Fair Housing Month by assisting with the cost for activities through paying for advertising. The Commission also assisted in evaluating the wonderful posters submitted by local school children related to Fair Housing.

Commission members also attended an educational event provided for local real-estate professionals, networking with those professionals and talking about trends in the community. Those in attendance were John Klaus, Amy Juhnke, and Devita Harden.

