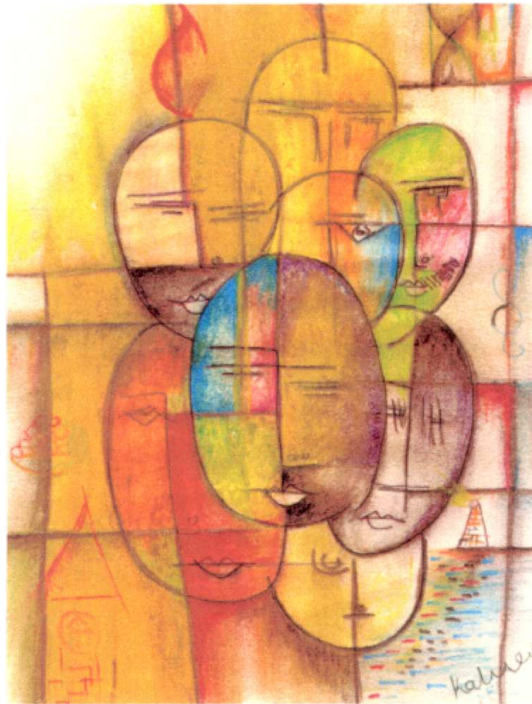


AMES HUMAN RELATIONS COMMISSION



ANNUAL REPORT
JANUARY – DECEMBER
2010

SUBMITTED MAY 2011

AMES HUMAN RELATIONS COMMISSION

ANNUAL REPORT

CALENDAR YEAR 2010

Commission Members during calendar year January - December 2010 included:

**Aaron Fultz, Chair
Bronwyn Beatty Hansen*
Amber Corrieri*
Adam Cotton
John Klaus**

**Laura Logsdon*
Mary Jo Mattila*
TJ Owen*
Alissa Stoehr***

*no longer on the Commission

The Hearing Officer serving the Commission in 2010 was Shawn Smith.

Investigative Officers included Leah Patton, Nicholas Lauen, Elaine Phompheng, Daniel Brown, and Alfred Taylor.

During 2010, Ames Human Relations Commission dealt with the following cases:

- Two cases involved race and housing which the Iowa Civil Rights Commission took over the investigation of.
- One case involving a City department was referred to the Iowa Civil Rights Commission.
- One case involved age discrimination in employment. A determination of no probable cause was made and the Commission's processing is completed. This case involved two companion cases which were forwarded to the Iowa Civil Rights Commission.
- The Commission received two other inquiries involving situations that dealt with housing and employment, which did not lead to cases. Commission staff provided advice and sent communication.

Introduction

by Chairperson Aaron Fultz

The Ames Human Relations Commission finished 2010 with a number of successful events and programs. Our community saw the triumphant return of FACES of Ames, the city's celebration of diversity and inclusion. The large crowd that filtered through Bandshell Park in October was both entertained and informed by hundreds of artists and dozens of businesses and non-profit groups. The return to an open, outdoor venue and a dedicated stage for entertainers made FACES of Ames a great success.

The Americans with Disabilities Act (ADA) reached its 20th anniversary in 2010. As part of a larger national effort, the Human Relations Commission sponsored a program at the library aimed at educating the public about the difficulties some citizens face each day and proper public accommodations in building design and retrofitting. The program was recorded and re-played on Channel 12.

The Human Relations Commission continued its sponsorship of the Martin Luther King, Jr., birthday celebration at the Ames Middle School. This annual program remains popular with both children and adults. The 2010 celebration featured Paxton Williams as George Washington Carver, whose accomplishments and local ties brought both interest and enlightenment. Planning for the 2011 program focused on bringing closer attention to Dr. King and his message of service.

Here in greater detail are some of the accomplishments of the AHRC in 2010 and our goals for 2011.

MLK Day Celebration 2010

Approximately 600 people attended the birthday of Martin Luther King, Jr., when it returned to the Ames Middle School in January, 2010.

While intended as an educational program, the event included a variety of entertainment. The feature was a one-man presentation by Paxton Williams, an Iowa State University alumnus, Mr. Williams performed as George Washington Carver. Mr. Williams spoke from the stage and went into the crowd to talk about influential African-American athletes and performed skits, respectively.

Members of the commission served on the planning committee. In addition, the commission procured donations of cake, plates, forks, and napkins from local supermarkets. The cake was served prior to the programs in the Middle School cafeteria. The social hour brought together members of the community, performers, and organizers, while United Ames collective donations of non-perishable food items.

For 2011, the planning committee determined that the focus should return to Dr. King and his various elements of his message, with emphasis on service and engagement in the community. Pastor Robert Knight was tapped as the principal speaker. Short clips of Dr. King's speeches were to be shown. Because of inclement weather, however, the event was cancelled. The cake was donated to the Emergency Residence Project, Boys & Girls Club, Food at First, and Lutheran Shelter Services.

FACES of Ames

In 2010, the Ames Human Relations Commission partnered with United Ames to give the annual *FACES (Families of Ames Celebrating Ethnicities)* a new look. In the past the event focused on the cultural diversity present in Ames. Commissioner Corrieri served as the Chair of the event and assisted in leading the planning committee in creating an event to celebrate the residents, organizations, and businesses that create the unique and special qualities that define Ames. The event featured 60 organizations and 5 hours of local entertainment that over 1000 community members enjoyed. FACES of Ames promoted inclusiveness, welcomed new residents, and built relationships within our community. Volunteers from the City, ISU, and the community at large provided manpower before, during, and after the event. Because the event gained so much momentum this year, the Commission will continue to partner with United Ames in this effort. As the event moves forward, we will strive to

engage more organizations, entertainment, and community members to celebrate the great community we live in.

IA Mosaic Diversity Conference

Commissioner Corrieri served as co-chair of the 2010 Iowa Mosaic Diversity Conference. The theme was The Changing Diversity Footprint: Moving from Reflex to Inclusion and featured a variety of presenters from not only Iowa, but across the United States. The key note presentation was given by Michael Fosberg, who performed a one-man play about race and self identification. Because of flood damage, the conference was moved from Ames to Des Moines at the last minute. However, even with unplanned changes, there were over 300 in attendance. New this year, the conference featured an Executive Summit which brought in Executives from the Iowa business community to discuss diversity best practices and goals in the coming years as the 'diversity footprint' in Iowa continues to change.

ADA Lunch & Learn

The year 2010 marked the 20th anniversary of the passage of the Americans with Disabilities Act. The Iowa Civil Rights Commission encouraged all Human Resources and Human Relations Commissions throughout the state to host an event to celebrate and raise awareness of the ADA. The AHRC discussed several options and decided to host a lunch and learn focusing on the impact of the ADA has had on Civil Rights and architecture. AHRC contacted experts in these areas: Ralph Rosenberg (former Executive Director of the Iowa Civil Rights Commission), Arvid Osterberg (ISU College of Design Professor), and David Brown (City of Ames Building Official) all committed to speak on a panel to share their knowledge and answer any questions about the ADA.

The event took place on November 9, 2010 from 11:30 am – 1:00 pm had approximately 30 attendees.

A question and answer portion generated lively and illuminating conversations. An edited video of the event has appeared on cable television Channel 12. As a result of the success, it is the consensus of the Commission that educational events on matters within the scope of the Human Relations Ordinance will be a continuing component of the Commission's work product.

Ames Human Relations Commission Goals
2011 Calendar Year
(Adopted February 24, 2011)

The Ames Human Relations Commission has adopted the following goals:

1. The Commission will conduct a public forum on bullying in the community and the schools, for the purpose of determining what the Commission's role could be in affecting positive change.
2. The Commission will continue to partner in the FACES of Ames event and Martin Luther King, Jr. Birthday Celebration.
3. The Commission will plan and host a minimum of one Lunch and Learn per year as a community education opportunity.
4. The Commission will increase our presence in community events such as VEISHEA, 4th of July parade, and others.
5. The Commission will provide more opportunities for professional development of the Commission.
6. The Commission will be more involved with the Iowa Civil Rights Commission and the Iowa League of Human Rights agencies, reporting back to the whole Commission.
7. The Commission will reach out more to urban minorities coming into Ames.
8. The Commission will collaborate with United Ames and other groups in the community working on social issues.