



# MEMO

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**To:** Mayor Haila and City Council  
**From:** Jill Crosser, Chair, Ames Human Relations Commission  
**Date:** November 3, 2020  
**Subject:** Recommendations from the Policing in Ames Conversation

At the October 22, 2020 meeting of the Ames Human Relations Commission meeting, the commission reviewed the POLICING IN AMES: A PATH FORWARD REPORT. Below you will find the commission’s recommendations as requested by the Ames City Council to be discussed on November 10, 2020.

## REVIEW SUMMARY OF RECOMMENDATIONS FROM THE POLICING IN AMES: A PATH FORWARD REPORT

AHRC is overall supportive of the recommendations outlined in the report. Those recommendations of particular interest and discussed at length are listed in the following table:

Recommendation # in Report	Recommendation	AHRC Comments
2	The City Manager will be recommending during the next budget cycle (FY 2021-22) that a new full-time position of Diversity, Equity, and Inclusion Coordinator be created.	<b>This position would provide staff assistance to AHRC; AHRC would like to be more immersed into the community; updated AHRC strategic plan points the Commission in a new direction. The position will help ensure education and advocacy beyond HRC in the community.</b>
7	An independent review of the Police Department policies will be periodically undertaken by a citizen committee.	<b>Could the DEI Coordinator position be liaison to <u>both</u> AHRC and the recommended citizen police advisory committee? We feel this could work hand in hand together for a more unified approach.</b>

9	Adopt an ordinance prohibiting any member of the City of Ames organization from racial profiling or taking actions that are indicative of bias in the delivery of City services.	<b>Is there a role that AHRC could play in providing education, outreach to City staff?</b>
10	Adopt a local ordinance that prohibits filing false reports or providing false information to police against an individual because of race or another protected characteristic.	<b>In support of this recommendation.</b>
11	Publish quarterly summaries on the Police Department website for citations (e.g., traffic tickets, municipal infractions, simple misdemeanors) and arrests, with a breakdown of race and other demographics, where known.	<b>How will this be promoted so people know where to go for this information? Could AHRC have a role in assisting w/ education and outreach?</b> <b>We feel both a commitment to the city for further recommendation and an interest in knowing this information on a regular basis.</b>
13	Create a new system for citizens to report bias incidents, publish data on the Police Department website, and share these reports with the Human Relations Commission for follow-up.	<b>AHRC is very interested in being empowered to contact individuals and use as an opportunity to provide outreach.</b>
21	If the City Council wishes to do so, the allocation of ASSET funds could be reprioritized in the next budget cycle and concentrated in human services that better meet the City Council's social justice goals.	<b>In support learning more about this recommendation.</b>

The Commission would like to thank the council for asking for direction from the AHRC in these important matters that affect our community daily. In addition, reading this report helped commissioners understand the hard work that the Ames Police Department is doing and the training and protocols currently in place. This will also assist us in prioritizing future goals for the commission. Should you need any additional information or have any questions, please do not hesitate to contact me or any member of the commission..

Jill Crosser, Chair of Ames Human Relations Commission

