



Civil Rights Commission  
City of Cedar Rapids  
**Outreach & Education Committee Meeting Agenda**  
Monday, May 11, 2015  
4:00 pm – 5:00 pm

**Outreach & Education Committee Members:**

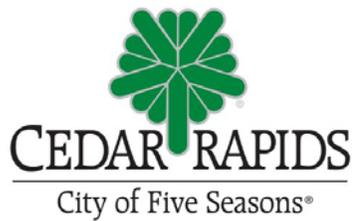
Emily Bowman, Chair  
Leland Freie  
Ashley Reynolds

**Agenda:**

- I. Call to Order
- II. Public Response
- III. Approval of Minutes
- IV. Old Business
  - 1. Outreach Report Johnny Alcivar-Zuniga 30 Minutes  
*Civil Rights Commission*
- V. New Business
  - 1. FY16 Education and Outreach Action Plan Discussion Johnny Alcivar-Zuniga 30 Minutes  
*Civil Rights Commission*

Notice:

*Any person needing visual/audio assistance or language interpretation should contact Civil Rights at 319-286-5036 at least 48 hours prior to the meeting.*



City of Cedar Rapids  
Civil Rights Commission  
**Outreach & Education Committee Meeting Minutes**  
Monday, March 30, 2015  
5:00 pm – 6:30 pm

**Commissioners Present:** Dr. Emily Bowman, Chair  
Mr. Leland Freie  
Ms. Ashley Reynolds

**Staff Present:** Mr. Johnny Alcivar Zuniga, Outreach Coordinator  
Ms. Alicia Abernathey, Administrative Assistant

Meeting started at 5:07 p.m.

**Public Response** - No public present

**Approval of Minutes** – Ashley Reynolds moved to approve the minutes from the February meeting. Leland Freie seconded the motion, which was unanimously approved.

**Old Business** -

**1. Outreach Report**

Johnny Alcivar Zuniga presented the monthly outreach activities report showing events and trainings that were held in March. Mr. Alcivar Zuniga explained the performance measures were approved at the Commission meeting in March but the report shows N/A as no trainings were held in March. Mr. Alcivar Zuniga pointed out various activities that took place in March and stated an upcoming opportunities section was added at the end of the report.

Mr. Alcivar Zuniga stated the media contest deadline was today and several posters were received but no videos were submitted. The posters will be on display at the April 15<sup>th</sup> open house for members of the public to cast a vote for their favorite poster.

**2. Neighborhood Outreach**

Mr. Alcivar Zuniga stated the Civil Rights Commission will be going to various neighborhood association meetings and providing a presentation of what the Commission does. Mr. Alcivar Zuniga outlined the various neighborhood associations that showed interest and outlined dates and times of presentations.

Mr. Freie volunteered to present at the Wellington Heights Neighborhood Association meeting. Dr. Emily Bowman asked if staff will be at the meetings for backup to the commissioners presenting. Mr. Alcivar Zuniga stated he will be in attendance at all of the meetings. Dr. Bowman asked if there were plans to go to other neighborhood association meetings other than the ones already in progress. Mr. Alcivar Zuniga stated he reached out to every neighborhood association and these are the only ones that have gotten back to him.

**New Business** –

## **1. Civil Rights Brochures**

Mr. Alcivar Zuniga stated copies of the new brochures were included in the packet. Each brochure now incorporates the new logo and the new address. Mr. Alcivar Zuniga pointed out various aspects of each brochure.

Dr. Bowman asked if the brochures will be in any other language. Mr. Alcivar Zuniga stated the update of the brochures came about as discussions were taking place to translate them to Spanish. Staff is also looking into translation into other languages as well.

Mr. Freie moved to approve the brochures following a grammatical review. Ms. Reynolds seconded the motion, which was unanimously approved.

## **2. Open House Update**

Mr. Alcivar Zuniga stated the open house will start at 4:00 PM with a Meet & Greet from 4:00 – 5:30 PM. A welcome ceremony and proclamation will take place at 5:30 PM and the commission meeting will be at 6:00 PM.

## **Training –**

### **1. Train-the-Trainer Examples**

Mr. Alcivar Zuniga stated at the last meeting there was a request for examples. Examples were included in the packet and are compliments of the Iowa Civil Rights Commission.

### **2. Train-the-Trainer – Fair Housing**

Mr. Alcivar Zuniga provided Train-the-Trainer training in regards to Fair Housing.

The meeting was adjourned at 6:32 p.m.

*Respectfully submitted by Alicia Abernathy*



## April 2015 Monthly Outreach and Education Report

### Performance Goals:

- 50% of customers rating presentations satisfactory or better.
- 15% of increased knowledge in individuals after trainings.
- 2.5 or higher rating for overall customer service experience.

### Outcomes:

- Individuals are satisfied with training programs/presentations and overall customer service.
- Individuals increase their knowledge about civil rights and the Commission.

	Prior Month's Actuals	Year to Date
<b>Activities:</b>		
Number training programs/presentations requested	3	8
Number training programs/ presentations conducted	11	21
Number of attendees at training programs/ presentations	337	525
Number of request for attendance at community events	6	19
Number of community events participated in	5	25
Number of Social Media fans		
• Facebook	+13	2,261
• Twitter	+8	327
<b>Key Performance Measure(s):</b>		
Percent of customers rating training programs/presentations satisfactory or better	N/A	86%
Percent of increased knowledge or understanding of Civil Rights local ordinance	N/A	14%
Rating for overall customer service experience – Outreach	N/A	4.8/5

### Training programs/presentations requested:

- Donna the Dolphin Show St. Paul UMC – May 13<sup>th</sup>, 2015
- City Rental Business Training – May 19<sup>th</sup>, 2015
- Donna the Dolphin Appearance Tanager Place – June 6<sup>th</sup>, 2015



**Training programs/presentations conducted:**

<b>Program/Presentation</b>	<b>Staff</b>	<b>Commissioners</b>	<b>Date</b>	<b>Attendees</b>	<b>Rating</b>	<b>Knowledge Gain</b>
• Tanager Place – MOU Clientele Training	SMR/EM	N/A	April 2 <sup>nd</sup>	50	N/A	17%
• Landlords of Linn County Fair Housing Training	LY/JAZ	LO	April 9 <sup>th</sup>	50	N/A	N/A
• YPN – MOU Clientele Training	JAA	N/A	April 9 <sup>th</sup>	15	4.5/5	6%
• Oak Hill Neighborhood Association Meeting	JAZ	EB	April 13 <sup>th</sup>	20	N/A	N/A
• CRCRC Open House	LY/JAA/AAA/JAZ	8/10	April 15 <sup>th</sup>	30	N/A	N/A
• CR Area Association of Realtors Fair Housing Training	LY/JAZ	RT	April 16 <sup>th</sup>	120	N/A	N/A
• YPN – MOU Clientele Training	JAZ	N/A	April 16 <sup>th</sup>	15	4.2/5	19%
• CMC – MOU Clientele Trainings	JAZ	N/A	April 17 <sup>th</sup> /23 <sup>rd</sup>	2	N/A	N/A
• Theater Cedar Rapids Talkback – Clybourne Park	JAZ/JAA/LY	N/A	April 19 <sup>th</sup>	15	N/A	N/A
• Annual Report Presentation City Council Meeting	JAZ	KR/LF	April 28 <sup>th</sup>	N/A	N/A	N/A
• CRCRC Poster Contest Awards Ceremony	JAZ/AAA	LF/AR	April 30 <sup>th</sup>	20	N/A	N/A



**Attendance at community events:**

<b>Event</b>	<b>Staff</b>	<b>Commissioners</b>	<b>Date</b>	<b>Area</b>
• The Arc Fundraising Walk – Donna Appearance	LY/JAA/AAA	N/A	March 28 <sup>th</sup>	Outreach
• YPN Volunteer Ceremony	JAZ	N/A	April 24 <sup>th</sup>	Outreach
• Big Brother Big Sister Big Magic Breakfast	JAZ	N/A	April 29 <sup>th</sup>	Outreach
• CMC Fundraising Event – Donna Appearance	AAA/JAZ	N/A	May 2 <sup>nd</sup>	Outreach
• Bridges Out of Poverty Training at Four Oaks	LY	N/A	May 5 <sup>th</sup>	Outreach

**Attendance at boards, meetings, and others:**

<b>Boards/Meetings/Others</b>	<b>Staff</b>	<b>Commissioners</b>	<b>Date</b>
• Diversity Initiatives: Local Government Agencies Meeting	LY/JAA	N/A	March 27 <sup>th</sup>
• Continuum of Care Linn County Meeting	JAZ	N/A	March 30 <sup>th</sup>
• West Side Neighborhood Group	JAZ	N/A	April 1 <sup>st</sup>
• Eastern Iowa Fatherhood Alliance Meeting	JAZ	N/A	April 7 <sup>th</sup>
• Immigrant Concerns Meeting	JAZ	N/A	April 8 <sup>th</sup>
• State of Indiana's 2015 Fair Housing Conference	LY	N/A	April 13 <sup>th</sup> /14 <sup>th</sup>
• Meeting w/ Theater CR Rep. Emma Drtina	JAA/JAZ	N/A	April 16 <sup>th</sup>
• Festival Latino Planning Committee Meeting	JAZ/EM	N/A	April 20 <sup>th</sup>
• Diversity Initiatives: Local Government Agencies Meeting	LY/JAA	N/A	April 24 <sup>th</sup>
• Continuum of Care Linn County Meeting	JAZ	N/A	April 27 <sup>th</sup>
• Meeting w/Cedar Rapids School District Board Chair, Superintendent, and Deputy Superintendent	LY	KR/RW	April 28 <sup>th</sup>
• Public Safety and Youth Services Committee Meeting	LY	KR	May 4 <sup>th</sup>

**Upcoming events and opportunities:**

	<b>Time</b>	<b>Location</b>	<b>Date</b>
• Know Your Neighbor Wellington Heights Block Party	5pm – 7pm	361 17 <sup>th</sup> St. SE	May 15 <sup>th</sup>
• Cedar Rapids PrideFest	12pm – 6pm	3916 1 <sup>st</sup> Ave. NE	May 30 <sup>th</sup>
• Cedar Rapids Farmers Market	8am – 12pm	Downtown CR	June 6 <sup>th</sup>
• Festival Latino Cedar Rapids	2pm – 7pm	Mays Island Plaza Park	July 12 <sup>th</sup>
• Asian Culture Festival	TBD	McGrath Amphitheatre	July 25 <sup>th</sup>
• Americans with Disabilities Act Celebration	TBD	Veterans Memorial Stadium	July 25 <sup>th</sup>



*The Arc Event-March 28<sup>th</sup>*



*CRAAR Fair Housing Training-April 16<sup>th</sup>*



*Fair Housing Poster Contest Awards-April 30<sup>th</sup>*



*Catherine McAuley Center Event-May 2<sup>nd</sup>*

## OUTREACH AND EDUCATION – ON-GOING ACTION PLAN CALENDAR

CRCRC EVENTS	PURPOSE	STAFF INVOLVED	DATE	EXPECTED OUTCOMES	STATUS
LGBTQIA+ Community Summit	<ul style="list-style-type: none"> <li>Broaden awareness of the rights of the LGBTQIA+ community in the Cedar Rapids and Marion areas.</li> <li>Improve knowledge and access to resources and other opportunities available to the LGBTQIA+ community.</li> <li>Identify gaps and needs in the LGBTQIA+ community and work towards solutions.</li> </ul>	Stefanie Munsterman-Robinson	September 4 <sup>th</sup> , 2014	Over 60 participants Survey results: Very Satisfied with event	<i>Completed: Successfully Conducted</i>
Latino Professional Development Institute	<ul style="list-style-type: none"> <li>Strengthening and Valuing Latino/a Communities in Iowa</li> <li>Support Latino and Non-Latino professionals working with Latino youth, families and communities</li> </ul>	Lead: Elizabeth Macias Assisted: Johnny Alcívar-Zúñiga,	October 3 <sup>rd</sup> , 2014	150+ Youth and 90+ Professionals Survey results: 68% Very Satisfied	<i>Completed: Successfully Conducted</i>
Fair Housing Movie Night	<ul style="list-style-type: none"> <li>Jumpstart Fair Housing Media Contest momentum</li> <li>Spread awareness about Fair Housing and the CRCRC in our community</li> <li>Event will help to measure level of interest in November 2014 and track progress through April 2015</li> </ul>	Johnny Alcívar-Zúñiga Elizabeth Macias LaSheila Yates	November 6 <sup>th</sup> , 2014	24 participants and Surveys sent to registrants results-TBA	<i>Completed: Successfully Conducted</i>
“Roll of the Dice” Game Training	<ul style="list-style-type: none"> <li>Mt. Mercy University</li> <li>Training for game facilitation to spark conversations about systematic racial and economic disproportionalities</li> <li>Training CRCRC staff and MCRC commissioners</li> </ul>	Lead: Stefanie Munsterman-Robinson Assist.: Janet Abejo Elizabeth Macias, Johnny A.Z.	November 18 <sup>th</sup> , 2014	Training for CRCRC Staff and MCRC commissioners 75+ participants	<i>Completed: Successfully Conducted</i>

**Action Plan**  
***Education and Outreach Plan***

Train-the-Trainer Program Material for Commissioners	<ul style="list-style-type: none"> <li>Develop training programs for commission to conduct outreach activities</li> <li>Thematic trainings based on CRCRC efforts including but not limited to: Fair Housing, Know Your Rights, How to File a Complaint, etc...</li> </ul>	Johnny Alcívar-Zúñiga	First Training February 26 <sup>th</sup> , Second Training March 30 <sup>th</sup>	Training Materials and Guide for Trainers	<i>Completed: Successfully Trained Outreach Committee</i>
Fair Housing Media Contest Awards Ceremony	<ul style="list-style-type: none"> <li>To spread awareness of Fair Housing in Cedar Rapids and Marion</li> <li>Educate community about importance of Civil Rights and Fair Housing</li> </ul>	Johnny Alcívar-Zúñiga, Alicia Abernathy	Awards ceremony takes place on April 30 <sup>th</sup> , 2015	Participants for each contest aim: 30 minimum	<i>Completed: Did not meet participation target (11) 5 Winners</i>
Outreach Events and Trainings	<ul style="list-style-type: none"> <li>New opportunities per month</li> <li>Ongoing trainings and events to promote outreach and education (including MOUs)</li> <li>CRCRC and Fair Housing Presentations, Donna/Donald the Dolphin at Schools, Trainings</li> </ul>	Lead: Johnny Alcívar-Zúñiga Assist: CRCRC Staff and Commissioners	Continuous as opportunities/ requests arise	Training community members and youth + meet performance standards Aim: 250+	<i>Ongoing</i>
Neighborhood Association Trainings	<ul style="list-style-type: none"> <li>Attend Neighborhood Association meetings for educational purposes</li> <li>Present information regarding the role of the CRCRC, Fair Housing, and the anti-discrimination laws that exist in our communities</li> </ul>	Johnny Alcívar-Zúñiga Commissioners	Late Spring and Summer, 2015	Participation in N.A. meetings: Aim 5+ meetings	<i>Ongoing: Successful initial event on April 13<sup>th</sup> Next event: June</i>
Outreach Plan 15-16	<ul style="list-style-type: none"> <li>Begin work on plan for upcoming year</li> </ul>	Johnny Alcívar-Zúñiga	June, 2015	Based on 14-15 Plan	<i>Preliminary stage</i>
“Roll of the Dice” Game	<ul style="list-style-type: none"> <li>Marion CRC event</li> </ul>	Johnny Alcívar-Zúñiga, CRCRC Staff	Fall 2015	Event for the City of Marion	<i>Awaiting FY2015</i>

Accomplished events



## **Action Plan**

***Education and Outreach Plan***  
***September 8, 2014 – June 30, 2015***

**Action Plan**  
***Education and Outreach Plan***

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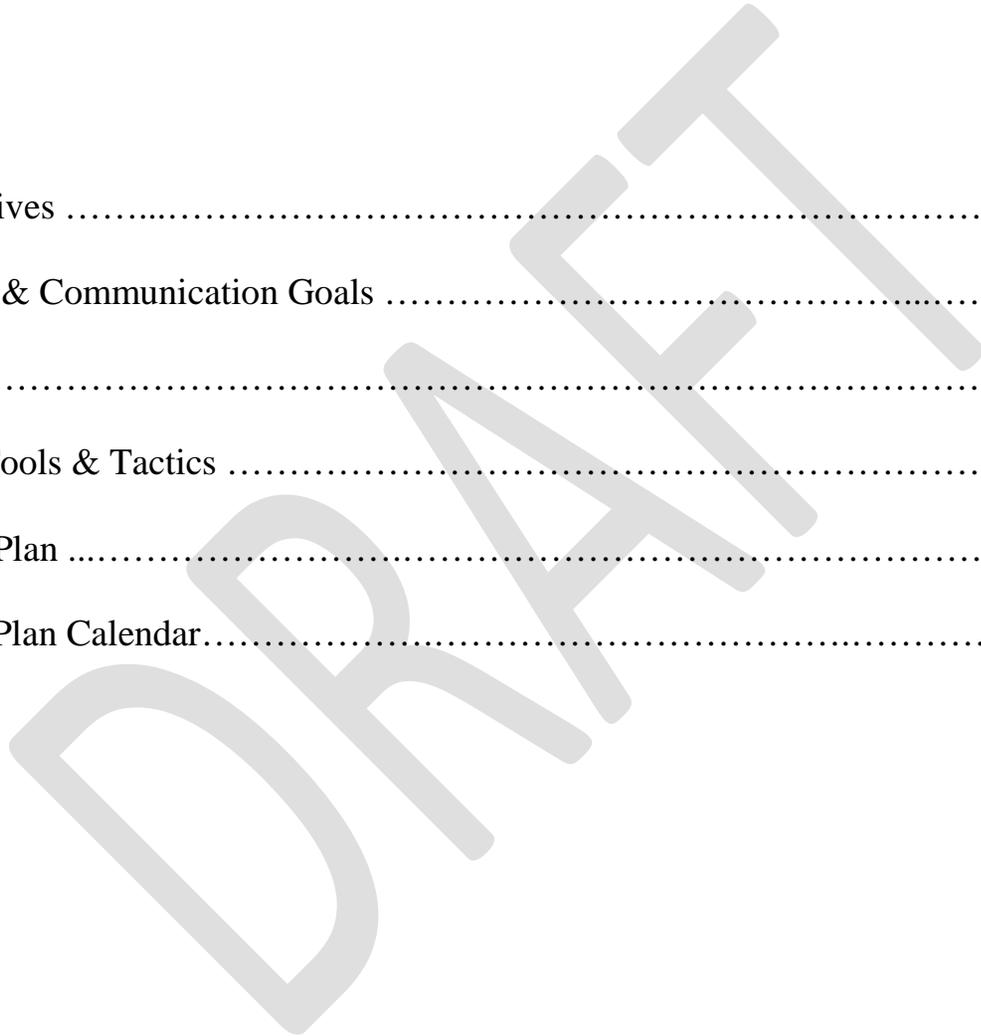
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## **Action Plan**

### ***Education and Outreach Plan***

#### **1. PURPOSE & OBJECTIVES**

##### **Purpose:**

The Education and Outreach Action Plan is intended to establish a tentative route of programs and events for the Cedar Rapids Civil Rights Commission's (CRCRC) outreach efforts following the goals and visions of the commission. The projects will be achieved by using the new outreach model focused on: *increasing support from community members that would not usually be involved, enhancing online outreach, planning and facilitating programs and events, and assisting in the collection and processing of complaints especially in Marion*. The end results will be well-attended high-quality programs and events that increase awareness and education regarding the efforts conducted by the CRCRC and the existing laws against discrimination in our community.

Through the remainder of 2014, the CRCRC will hold a limited amount of individual events due to the projected office move for the beginning of December. Moving onto 2015, the programs and events to follow will be opportunities to: *build upon the momentum of the State of Equity Report, foster community dialogue that promotes a welcoming and inclusive community, and provide trainings and technical support to businesses, community organizations and government agencies in Cedar Rapids and Marion*. These events will include trainings, presentations, a media contest and additional programs and activities which will contribute to the outreach and education of the Cedar Rapids and Marion communities.

Through a collaborative effort within the CRCRC's commissioners and staff, the delineation of the 2015 plan will carry forth the vision and goals of the Commission. Also, the plan will continue to fulfill the objectives of the State of Equity Report and will set new benchmarks. The collaboration within the CRCRC will provide a complete overview of the tentative action plan, project criteria, project review processes and various other elements.

- Objective #1: Communicate tentative plan of programs and events with their respective, expected results for the upcoming year
- Objective #2: Communicate goals, visions and benchmarks for education and outreach efforts moving forward
- Objective #3: Identify opportunities for partnerships and collaboration to fulfill the Action Plan

## Action Plan

### Education and Outreach Plan

## 2. TARGET AUDIENCES & COMMUNICATION GOALS

### Target Audiences:

The primary target audiences are the Cedar Rapids and Marion communities, its residents and organizations alike:

- a. **Community**
- b. **Community Partner Organizations**
- c. **Marion Civil Rights Commission (MCRC)**
- d. **News Media**
  - a. **Newspapers: The Gazette**
  - b. **Television and Radio**

TARGET AUDIENCE	COMMUNICATION GOALS
a. Community	<ul style="list-style-type: none"><li>• Communicate the details of events and programs</li><li>• Communicate key messages</li><li>• Promote awareness and foment participation and inclusion</li></ul>
b. Community Partner Organizations	<ul style="list-style-type: none"><li>• Communicate the details of events and programs to eligible parties and potential partners</li><li>• Communicate times and locations available to gather more information (meetings, weekly staff office hours, online information)</li><li>• Communicate key messages</li><li>• Increase attendance at the planning meetings and events</li><li>• Encourage participation and partnerships to ensure the goals of the events are met</li><li>• Communicate availability for partnering on external events</li></ul>
c. Marion Civil Rights Commission (MCRC)	<ul style="list-style-type: none"><li>• Update MCRC on the plans and events process and their progress</li><li>• Present events and programs to MCRC as opportunities for participation and to gain experiences</li></ul>
d. News Media	<ul style="list-style-type: none"><li>• Communicate the availability and details of events when appropriate</li><li>• Communicate times and locations for interested parties to gather more information</li><li>• Communicate key messages</li></ul>

## Action Plan

### *Education and Outreach Plan*

#### 3. KEY MESSAGES

- The events are intended *to increase awareness and education of the community* in regards to the CRCRC's efforts and the existing laws that prevent discrimination.
- The CRCRC aims to *support community members* that would not usually be involved with the Commission to become involved in the programs and events
- Education and outreach efforts aim to *enhance youth participation and online outreach*.
- The Commission will *plan and facilitate events, and educate presenters and facilitators* other than outreach staff.
- The CRCRC will *assist in the collection and processing of complaints* from community members in Marion.
- The events and programs will continue to *shine the light on issues of disproportionality* presented in the State of Equity Report.
- The events and programs will *foster community dialogue* that promotes a welcoming and inclusive community.
- *Trainings and technical support will be provided* to businesses, community organizations, government agencies, etc...
- The CRCRC will lead to *early intervention and community facilitation efforts* where policies or practices may not yet be legally discriminatory but have the potential to be.
- The Commission will *provide information in different languages* when possible.
- The Commission holds monthly meetings and welcomes public participation.
- Event and program information and materials will be available at [www.cedar-rapids.org/civilrights/](http://www.cedar-rapids.org/civilrights/) or can be gathered at 425 Second Street SE, Suite 960, Cedar Rapids, IA 52401 (*Address subject to change as of December 1<sup>st</sup>*).

## Action Plan

### Education and Outreach Plan

#### 4. COMMUNICATION TOOLS & TACTICS

- Existing and future Outreach Material:  
To be translated to Spanish

TACTICS	COMMUNICATION TOOLS	PRIMARY TARGET AUDIENCE
<b>Newsletters</b>		
	Newsletter (monthly/quarterly newsletter)	Supporters, Community residents, Community Partner Organizations
	City Newsletter (monthly newsletter)	Community residents and City Staff
	Partner Newsletter & Calendars	Partner subscribers
<b>Online Communication</b>		
	CRCRC's website: <a href="http://www.cedar-rapids.org/civilrights">www.cedar-rapids.org/civilrights</a>	Community residents
	CRCRC's Social Media Platforms	Community residents
	Submit info to other community organizations' websites	Community Partner Organizations
<b>Meetings</b>		
	Events and programs meetings – planning and partnerships	Interested parties, Community Partner Organizations
	Commission's monthly meeting	Public, Commissioners
	Committee meetings	Committees, Commissioners
	External meetings, committees and boards	Partner Organizations
<b>Communication Materials</b>		
	Informational material (printed)	Community residents, Community Organizations
	Informational Letters/E-mail communications (e-blasts)	Supporters, Community residents, Community Partner Organizations
<b>News Media</b>		
	Media Releases	Community, Media Outlets

## Action Plan

### Education and Outreach Plan

#### 5. COMMUNICATIONS PLAN

COMMUNICATIONS TOOL/TACTIC	ACTION STEPS	PRIMARY RESPONSIBILITY	DEADLINE
Newsletter (monthly/quarterly newsletter)	<ul style="list-style-type: none"> <li>• Include information/article about events and programs in the <i>CRCRC Newsletters</i></li> </ul>	Admin Assistant, Johnny Alcívar-Zúñiga,	Ongoing
City Newsletter (weekly newsletter)	<ul style="list-style-type: none"> <li>• Include information/article about events and programs in the <i>CR City Newsletter</i></li> </ul>	Admin Assistant, Johnny Alcívar-Zúñiga,	Ongoing
Online Outreach Strategy	<ul style="list-style-type: none"> <li>• Get all events and programs information on CRCRC's website and Social Platforms</li> <li>• Updated FAQs for Community &amp; Commissioners</li> <li>• Constant postings of event reminders and updates</li> </ul>	Admin Assistant Johnny Alcívar-Zúñiga, Stefanie Munsterman-Robinson	Ongoing
Submit info to other community organizations' websites	<ul style="list-style-type: none"> <li>• Disperse information to community partnering organizations</li> <li>• Share information during external meetings, boards and committees</li> </ul>	CRCRC Staff	Ongoing
Planning meetings	<ul style="list-style-type: none"> <li>• Invite prospective partners to meetings to plan, collaborate and discuss events and programs</li> </ul>	Johnny Alcívar-Zúñiga	As needed
Weekly staff meetings	<ul style="list-style-type: none"> <li>• Staff will receive weekly update about events and programs as well as requests for assistance as needed</li> </ul>	Johnny Alcívar-Zúñiga	Ongoing
Informational material (Printed)	<ul style="list-style-type: none"> <li>• Informational material will be printed as needed per event</li> </ul>	Admin Assistant, Johnny Alcívar-Zúñiga,	Ongoing, as needed
Informational Letters/e-mail communications	<ul style="list-style-type: none"> <li>• E-mail all participating community organizations information regarding the program and the orientation session</li> </ul>	LaSheila Yates (authorization)	
Media Releases	<ul style="list-style-type: none"> <li>• Submit media releases about events and programs</li> <li>• Reach out to Newspapers, TV networks and Radio stations</li> </ul>	Admin Assistant, Johnny Alcívar-Zúñiga	As needed

**Action Plan**  
**Education and Outreach Plan**

**6. ON-GOING ACTION PLAN CALENDAR**

<b>CRCRC EVENTS</b>	<b>PURPOSE</b>	<b>STAFF INVOLVED</b>	<b>DATE</b>	<b>EXPECTED OUTCOMES</b>
LGBTQIA+ Community Summit	<ul style="list-style-type: none"> <li>• Broaden awareness of the rights of the LGBTQIA+ community in the Cedar Rapids and Marion areas.</li> <li>• Improve knowledge and access to resources and other opportunities available to the LGBTQIA+ community.</li> <li>• Identify gaps and needs in the LGBTQIA+ community and work towards solutions.</li> </ul>	Stefanie Munsterman-Robinson	September 4 <sup>th</sup> , 2014 <i>Successfully Conducted</i>	<i>Completed:</i> Over 60 participants Survey results – Very Satisfied with event
Latino Professional Development Institute	<ul style="list-style-type: none"> <li>• Strengthening and Valuing Latino/a Communities in Iowa</li> <li>• Support Latino and Non-Latino professionals working with Latino youth, families and communities</li> </ul>	Lead: Elizabeth Macias Assisted: Johnny Alcívar-Zúñiga,	October 3 <sup>rd</sup> , 2014 <i>Successfully Conducted</i>	<i>Completed:</i> 150+ Youth and 90+ Professionals Survey results -TBA
Fair Housing Movie Night	<ul style="list-style-type: none"> <li>• Jumpstart Fair Housing Media Contest momentum</li> <li>• Spread awareness about Fair Housing and the CRCRC in our community</li> <li>• Event will help to measure level of interest in November 2014 and track progress through April 2015</li> </ul>	Johnny Alcívar-Zúñiga	November 6 <sup>th</sup> , 2014	Aim: 30-50 participants and Survey
“Roll of the Dice” Game Training	<ul style="list-style-type: none"> <li>• Mt. Mercy University</li> <li>• Training for game facilitation to spark conversations about systematic racial and economic disproportionalities</li> </ul>	Lead: Stefanie Munsterman-Robinson Assist.: Elizabeth	November 18 <sup>th</sup> , 2014	Training for CRCRC Staff and MCRC commissioners

**Action Plan**  
***Education and Outreach Plan***

	<ul style="list-style-type: none"> <li>• Training CRCRC staff and MCRC commissioners</li> </ul>	Macias, Johnny Alcívar-Zúñiga		Aim: 75-100 participants
“Roll of the Dice” Game	<ul style="list-style-type: none"> <li>• Marion CRC event</li> </ul>	Johnny Alcívar-Zúñiga	TBA, Spring 2015	Event for the City of Marion – TBA
Fair Housing Media Contest Awards Ceremony	<ul style="list-style-type: none"> <li>• To spread awareness of Fair Housing in Cedar Rapids and Marion</li> <li>• Educate community about importance of Civil Rights and Fair Housing</li> </ul>	Johnny Alcívar-Zúñiga	Ongoing, awards ceremony takes place on April 30 <sup>th</sup> , 2015	Participants for each contest aim: 30 minimum
Outreach Events and Trainings	<ul style="list-style-type: none"> <li>• New opportunities per month</li> <li>• Ongoing trainings and events to promote outreach and education</li> <li>• CRCRC and Fair Housing Presentations, Donna/Donald the Dolphin at Schools, Trainings</li> </ul>	Lead: Johnny Alcívar-Zúñiga Assist: CRCRC Staff and Commissioners	Continuous as opportunities arise	Training community members and youth + Survey Aim: 250+
Train-the-Trainer Program Material for Commissioners	<ul style="list-style-type: none"> <li>• Develop training programs for commission to conduct outreach activities</li> <li>• Thematic trainings based on CRCRC efforts including but not limited to: Fair Housing, Know Your Rights, How to File a Complaint, etc...</li> </ul>	Johnny Alcívar-Zúñiga	Spring, 2015	Training Materials
Neighborhood Association Trainings	<ul style="list-style-type: none"> <li>• Attend Neighborhood Association meetings for educational purposes</li> <li>• Present information regarding the role of the CRCRC, Fair Housing, and the anti-discrimination laws that exist in our communities</li> </ul>	Johnny Alcívar-Zúñiga	Spring, 2015	Participation in N.A. meetings: Aim 5+ meetings