



Civil Rights Commission

City of Cedar Rapids
Civil Rights Commission
Outreach & Education Committee Meeting Agenda
Monday, November 14, 2016
5:00 pm – 6:00 pm

Outreach & Education Committee Members:

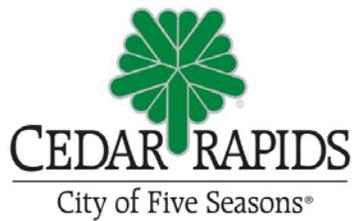
Leland Freie
Esaie Toingar

Agenda:

- I. Call to Order
- II. Approval of Minutes
- III. New Business
 - 1. Outreach Report Bernie Walther
CRCRC Investigator 10 Minutes
 - 2. FY17 Outreach Plan Check In Bernie Walther
CRCRC Investigator 20 Minutes

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, August 15, 2016
5:00 pm – 6:00 pm

Commissioners Present: Mr. Leland Freie
Mr. Esaie Toingar

Staff Present: Ms. LaSheila Yates, Executive Director
Mr. Bernie Walther, Investigator
Ms. Alicia Abernathey, Administrative Assistant

Call to Order – Leland Freie, Acting Chair, called the meeting to order at 5:01 p.m.

Commissioner Freie moved to amend the agenda to add a New Business section with an agenda item to assign a new chair. Commissioner Toingar seconded the motion. The motion passed unanimously.

Approval of Minutes – There were no corrections to the April 18, 2016 or June 6, 2016 minutes. Therefore, they stand approved.

Old Business –

1. Outreach Report

Bernie Walther, Investigator, stated the Commission received a thank you card from the Cedar Rapids Public Library for our participation in their end of summer celebration on July 30th. Mr. Walther stated Donna the Anti-Discriminatory Dolphin made an appearance and staff distributed popcorn. Mr. Walther stated a thank you card was also received by the U.S. Attorney's Office for our participation and attendance at their Re-Entry Event on July 26th.

Mr. Walther stated staff had been providing employment training to ASAC staff members and additional trainings will take place in the fall. Mr. Walther reviewed the various presentations staff conducted in June and July and the various meetings attended on behalf of the Commission. Mr. Walther identified the upcoming training and outreach opportunities including the Public Accommodations & ADA Training hosted by the Commission, Veterans Stand Down Event, Festival Latino and the "Legacies" Diversity Speaker Series.

LaSheila Yates, Executive Director, stated the first "Legacies" Diversity Speaker Series will focus on Black Women. Ms. Yates identified the various speakers and their topic. Ms. Yates stated the speaker series will model TED Talks.

2. Upcoming Outreach Events

Mr. Walther stated staff will meet with potential partners to discuss a Veterans ADA presentation that will focus on employment and housing. The goal is to have the training in November. Mr. Walther stated the Commission plans to host another Martin Luther King Jr. Day movie night at the Library but dates will need to be discussed as the Library is not open on Martin Luther King Jr. Day or on Sundays. Mr. Walther stated staff is working with the Department of Corrections to

offer an offender re-entry program training. Mr. Walther stated staff is also working on a document literacy training with Immigrant Concerns and Iowa Legal Aid.

Ms. Yates stated a Community Cultural Expo will be held in the Spring and will include various interactive ways of learning about other cultures. International students at local colleges will be invited to provide a cultural learning opportunity.

Commissioner Toingar stated he is trying to organize something that allows refugees and immigrants to be connected to the community. Commissioner Toingar stated he is also working to provide an opportunity for immigrants and refugees to share concerns with the Police Department and also learn about local laws. Commissioner Toingar stated he is working to organize an event for immigrants and refugees that will allow them to share their stories and also participate in a game of soccer.

New Business –

1. Appoint a New Chair

Commissioner Toingar nominated Commissioner Freie to serve as Chair. Through unanimous agreement it was determined Commissioner Freie would serve as the Chair of the Outreach Committee.

The meeting adjourned at 5:26 p.m.

Respectfully submitted by Alicia Abernathy



August/September/October 2016 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
Activities:		
Number training programs/presentations requested	4	34
Number training programs/ presentations conducted	4	59
Number of attendees at training programs/ presentations	219	1512
Number of request for attendance at community events	5	46
Number of community events participated in	6	51
Number of Social Media fans	2366	2358
• Facebook		
• Twitter	365	376
Percent of customers rating training programs/presentations satisfactory or better	88%	87%
Percent of increased knowledge or understanding of Civil Rights local ordinance	24%	23%
Rating for overall customer service experience – Outreach	4/5	4/5

Training programs/presentations requested:

None



Training programs/presentations conducted:

Program/Presentation	Staff	Commissioners	Date	Attendees	Rating	Knowledge Gain
• Public Accommodations & the ADA	BAW, LY, JLG	LO	August 29, 2016	30	NA	NA
• ASAC Know your Rights	JLG/BG	None	August 17, 2016	32	4	10%
• City of CR New Hire Orientation	JLG	None	September 7, 2016	9	NA	NA
• ASAC Know your Rights	BAW	None	September 14, 2016	21	4	24%
• Rotary Club West	BAW	RW	September 21, 2016	20	NA	NA
• New Horizons Employment Rights	JLG	None	October 4, 2016	9	4	10%
• Capriotti's Employment Rights	JLG, BAW	None	October 4,11,13, 2016	14	4.3	9%
• IHOP Employment Rights	JAA	None	October 11, 2016	5	4	0%
• SafeCR Landlord training	JLG	None	October 18, 2016	40	NA	NA
• City of CR New Hire Orientation	BAW	None	November 2, 2016	14	NA	NA
• Veterans Employment Rights Education	BAW, AAA	None	November 9, 2016	25	NA	NA

Attendance at community events:

Event	Staff	Commissioners	Date
• Veterans Stand Down	JLG	KW	September 9, 2016
• Iowa League of Cities Conference	LY	None	September 14-16, 2016
• African American Museum Gala	BG	LF, LO,SI, ET,	September 15, 2016
• Latino Festival	BAW, AAA, JAA	LF	September 18, 2016
• LGBTIA+ resource fair	JAA, AAA	None	October 13, 2016
• Families Helping Families SuperHero Walk (Donna the Dolphin)	JAA	None	October 15, 2016

Attendance at boards, meetings, and others: REPRESENTING THE CRCRC

Boards/Meetings/Others	Staff	Commissioners	Date
• Cedar Rapids Community School District Talent Management and Human Resources Director Interviews	LY	None	August 16, 2016
• Continuum of Care Committee	BAW	None	August 29, 2016
• CR Employee Diversity, Equity & Inclusion Team meeting	LY	None	September 6, 2016



• Marion Civil Rights Commission	LY	None	September 7, 2016
• Public Safety & Youth Services Committee meeting	LY	None	September 12, 2016
• Essentials of HR Law	JAA	None	September 16, 2016
• ADA; Making a Difference	JLG	None	September 21, 2016
• Legacies Series: Black Women	LY	RW	September 22, 2016
• Effective Communication with People with Disabilities	JLG	None	September 23, 2016
• EEOC New Investigator training	JAA	None	September 26-30, 2016
• Continuum of Care	BAW	None	September 26, 2016
• Marion Civil Rights Commission	LY, AAA	None	October 5, 2016
• Immigrant Concerns	BAW	None	October 12, 2016
• Continuum of Care	BAW	None	October 24, 2016
• FBI National Academy Associates Fall Luncheon/training	BAW	None	October 27, 2016
• ICRC Symposium	JAA, JLG, BAW, AAA	None	October 28, 2016
• Marion Civil Rights Commission	JAA	None	November 2, 2016
• CR Regional Police Academy graduation	BAW	None	November 4, 2016

Upcoming events and opportunities:

Event	Time	Location	Date
• Section 8 Housing open application	8:30 AM - 4:30 PM	Veterans Memorial Building	November 15, 2016
• MLK Day Movie & Public Sector Job Fair	4:30 PM - 7:00 PM	Cedar Rapids Public Library, Whipple Auditorium	January 16, 2017



Civil Rights Commission

Action Plan

Education and Outreach Plan

July 1, 2016 – June 30, 2017

Action Plan
Education and Outreach Plan

Table of Contents

1. Purpose & Objectives Page 3

2. Accomplishments & Improvements.....Page 4

3. Target Audiences & Communication Goals Page 5

4. Key Messages Page 6

5. Communication Tools & Tactics Page 7

6. Communications Plan Page 8

7. On-going Action Plan Calendar..... Page 9

8. Events Timeline.....Page 10

Action Plan

Education and Outreach Plan

1. PURPOSE & OBJECTIVES

Purpose:

The Education and Outreach Action Plan is intended to establish a route of programs and events for the Cedar Rapids Civil Rights Commission's (CRCRC) outreach efforts following the goals, mission and vision of the commission. The projects will be achieved by benchmarking our efforts to the performance standards of: *50 % of participants rating presentations and events as satisfactory or better, 15% of increased knowledge in participants after trainings, and at least 2.5 average overall experience rating for customer service for outreach and education.* The end results will be strategic and well-planned educational outreach and trainings that increase awareness regarding the efforts conducted by the CRCRC and the existing laws against discrimination in our community.

Through the remainder of 2016, the CRCRC will hold a limited amount of individual events due to changes to temporary staff positions. A balance needs to be maintained between investigative efforts, education and outreach efforts, and the work/life balance of staff. Moving onto 2017, along with the Commission's efforts to streamline its outreach programing, the events and activities to follow will be opportunities to: *support the Commission's FY17 Work plan, 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.* These events will include trainings, presentations, a poster contest and additional programs and activities which will contribute to the outreach and education of Cedar Rapids.

Through a collaborative effort between the CRCRC's commissioners and staff, the delineation of the FY 2016-2017 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 goals for FY18.

- Objective #1: Communicate 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 and FY17 Commission Work Plan
- Objective #4: Explore strengths and challenges for the FY18 Action Plan

Action Plan

Education and Outreach Plan

2. ACCOMPLISHMENTS & IMPROVEMENTS

Did the CRCRC meet the objectives set out in the previous fiscal year's plan? In many instances the answer is yes.

Accomplishments include:

1. The CRCRC webpage was updated.
2. A smartphone application has been completed.
3. The City of Cedar Rapids Municipal Equity Index score was increased.
4. A language access line and protocols were established.
5. Information brochures were translated to Spanish, French, and Swahili.
6. Public quarterly trainings were completed, targeting specific audiences.
7. Due to positive responses, a second Mediation public training was held.
8. Participation in the Fair Housing Poster Contest tripled. Winning posters are being displayed during the summer at various public locations.
9. Community partnerships have continued to grow. Examples include establishing relationships with the Cedar Rapids Library, City of Cedar Rapids Human Resources, Fire and Police Departments, Cedar Rapids Schools, and Linn County Human Resources Department to hold a Martin Luther King Day Job Fair. Also staff met with the new outreach coordinator at the National Czech & Slovak Library and Museum to establish awareness of and explore potential opportunities to partner in educational efforts targeting different immigrant and cultural populations.
10. Increase public awareness of the CRCRC and its mission through press releases, website and other social media updates, and a public service announcement.
11. Established City's first diversity committee, CR Employee Diversity, Equity, and Inclusion Team. The team established a name and established regular meeting dates and times. The team was also featured in an employee newsletter and held four meetings to date.

Staff has determined there are improvements in how CRCRC develops and/or delivers its objectives. Issues that can be addressed are:

1. Increase public knowledge of other resources that can assist or partner in CRCRC efforts, have a similar mission, or can assist in issues that do not fall into the purview of the CRCRC such as Legal Aid, the United States Attorney's Office, the State of Iowa Department of Corrections, etc.
2. Improve advertising and marketing of CRCRC events and programs by including those efforts in the event planning schedule.

Action Plan

Education and Outreach Plan

3. TARGET AUDIENCES & COMMUNICATION GOALS

Target Audiences:

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

- a. **Public**
- b. **Community Partner Organizations**
- c. **Media**
 - a. **Social Media**
 - b. **Newspaper, Television and Radio**

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

Action Plan

Education and Outreach Plan

4. 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 *increase awareness of and enhance online outreach*.
- The Commission will *plan and facilitate events, and educate presenters and facilitators* other than outreach staff.
- The CRCRC will *assist in processing of complaints* for the Marion Civil Rights Commission as outlined within the Amended 28E Agreement.
- 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/ or can be gathered at 50 Second Avenue Bridge, 7th Floor, Cedar Rapids, IA 52401.

Action Plan
Education and Outreach Plan

5. COMMUNICATION TOOLS & TACTICS

TACTICS	COMMUNICATION TOOLS	PRIMARY TARGET AUDIENCE
Newsletters		
	Quarterly Newsletters	Supporters, Community residents, Community Partner Organizations
	City Newsletter (monthly newsletter)	City Staff
	Partner Newsletter & Calendars	Partners' Clientele
Online Communication		
	CRCRC's website: www.cedar-rapids.org/civilrights	Community residents
	CRCRC's social media platforms and phone application	CRCRC Followers
	Submit information to other organizations' websites	Community Partner Organizations
Meetings		
	Planning and partnership meetings for events/programs	Interested parties, Community Partner Organizations
	Commission monthly meetings	Public, Commissioners
	Committee meetings	Committees, Commissioners
	External meetings, committees and boards	Partner Organizations
Communication Materials		
	Informational material (printed)	Community residents, Community Organizations
	Informational Material/E-mail communications (e-blasts)	Supporters, Community residents, Community Partner Organizations
News Media		
	Media Releases	Community, Media Outlets

Action Plan

Education and Outreach Plan

6. COMMUNICATIONS PLAN

COMMUNICATIONS TOOL/TACTIC	ACTION STEPS	PRIMARY RESPONSIBILITY	DEADLINE
Newsletter (Quarterly newsletter)	<ul style="list-style-type: none"> • Include information/article about events and programs in the CRCRC Newsletters. 	CRCRC Staff	Ongoing
City newsletter (Weekly newsletter)	<ul style="list-style-type: none"> • Include information/article about events and programs in the City Newsletter. 	CRCRC Staff	As needed
Online outreach strategy	<ul style="list-style-type: none"> • Get all events and programs information on CRCRC's website and social platforms. • Constant postings of event reminders and updates. 	CRCRC Staff	Ongoing
Civil Rights Webpage	<ul style="list-style-type: none"> • Continual update of Civil Rights Webpage information. 	CRCRC Staff	Ongoing
Smartphone Application	<ul style="list-style-type: none"> • Promoting CRCRC phone application. 	CRCRC Staff	Ongoing
Planning meetings	<ul style="list-style-type: none"> • Invite prospective partners to meetings to plan, collaborate and discuss events and programs. 	CRCRC Staff	As needed
Weekly staff meetings	<ul style="list-style-type: none"> • Staff will receive weekly update about events and programs as well as requests for assistance as needed. 	CRCRC Staff	Ongoing
Informational material (Printed)	<ul style="list-style-type: none"> • Informational material will be printed as needed per event. 	CRCRC Staff	Ongoing, as needed
Informational letters/e-mail communications	<ul style="list-style-type: none"> • E-mail all participating organizations information regarding the program and the orientation session. 	CRCRC Staff	Ongoing, as needed
Media Releases	<ul style="list-style-type: none"> • Submit media releases about events and programs. • Reach out to Newspapers, TV networks and Radio. 	CRCRC Staff	As needed

Action Plan
Education and Outreach Plan

7. ON-GOING ACTIVITIES

CRCRC EVENTS	PURPOSE	STAFF INVOLVED	DATE	EXPECTED OUTCOMES
Outreach Events & Training	<ul style="list-style-type: none"> • Explore consolidation of trainings into Quarterly Events. • Ongoing trainings & events for outreach & education. • Donna/Donald the Dolphin appearances. • Other trainings to include City of CR Employee New Hire Orientation, Basic CRPD Academy, new Commissioner training, SafeCR, Landlords of Linn County, Cedar Rapids Area Association of Realtors, local businesses & employers, and vulnerable populations such as veterans, immigrants, and re-integrating those with criminal backgrounds through the 6th Judicial District Department of Corrections. 	Lead: Bernie Walther Assist: CRCRC Commissioners & Staff	Continuous as opportunities arise, FY17 quarterly events.	Training community members, youth, & City employees. Participation goal 150+
Outreach report/tracking	<ul style="list-style-type: none"> • Use of pre/post test when providing training. • Keeping records of trainings/events/meetings facilitated & attended. • Number of participants for trainings/events conducted or facilitated. • Customer service cards. 	Lead: Bernie Walther Assist: Staff	Monthly	Measurement of outreach capabilities & effectiveness

Action Plan

Education and Outreach Plan

<p>Human Rights Campaign's 2016 Municipal Equality Index; City of CR Scorecard</p>	<ul style="list-style-type: none"> • The Human Rights Campaign (HRC) is the largest civil rights organization working to achieve equality for lesbian, gay, bisexual & transgender (LGBT) Americans. • In effect since 2012 the Municipal Equality Index (MEI) is the 1st nationwide evaluation of municipal laws, policies & progress towards equality affecting the LGBT community. • Since 2013 CR has been selected in the MEI because it is one of the top three largest cities in the state and one of the 200 largest cities in the nation. • The 2015 MEI scored within the top five cities and the two largest public universities in the state. The HRC this year will evaluate a total of 353 cities rated last year and include 55 new cities. 	<p>Lead: LaSheila Yates Assist: other City Dept. Directors & City Manager</p>	<p>Fall/Winter 2016</p>	<p>Improve municipal policies & practices related to LGBT equity & improve our 2016 score.</p>
<p>Train the Trainer program material for Marion Commissioners</p>	<ul style="list-style-type: none"> • Develop training programs for Marion Commission to conduct outreach activities. • Thematic trainings based on CRCRC efforts including but not limited to: Fair Housing, Know your Rights, How to file a complaint, etc. 	<p>Lead: LaSheila Yates</p>	<p>As needed</p>	<p>Training materials & guide for trainers.</p>

Action Plan

Education and Outreach Plan

National Disability Employment Month	<ul style="list-style-type: none"> Request proclamation from Mayor. 	Lead: Alicia Abernathey	October 2016	Increase awareness of disabilities in regards to employment.
Cedar Rapids Downtown Banners	<ul style="list-style-type: none"> Celebration of CRCRC anniversary. Awareness of CRCRC in community. 	Lead: Alicia Abernathey	October 2016	Increase of walk-ins and phone calls.
2014 State of Equity Executive Summary (FY17 Work Plan)	<ul style="list-style-type: none"> Summarize key implications of 2014 State of Equity Report. Provide updates & share work plan goals. Share with City of Cedar Rapids, Linn County, Cedar Rapids Community School District, Landlords of Linn County, Cedar Rapids Area Association of Realtors, and other stakeholders. 	Lead: LaSheila Yates	October 2016	Increase awareness of local issues raised in the report. Share updates and CRCRC goals.
International Human Rights Day Proclamation	<ul style="list-style-type: none"> Request proclamation from Mayor. 	Lead: Alicia Abernathey	December 2016	Increase awareness of International Human Rights Day
MLK Day Proclamation	<ul style="list-style-type: none"> Request proclamation from Mayor. 	Lead: Alicia Abernathey	January 2017	Increase awareness of MLK's contributions to civil and human rights

Action Plan

Education and Outreach Plan

Outreach Plan FY 17-18	<ul style="list-style-type: none"> • Begin work on plan for upcoming year 	Lead: Bernie Walther Assist: Outreach Committee	May 2017	Based on previous FY plan.
Increase awareness of public employment disparities through local date & outreach (FY17 Work Plan).	<ul style="list-style-type: none"> • Continue collaboration with City of Cedar Rapids & Linn County for Human Resources purposes. 	Lead: LaSheila Yates	FY17	Continue dialogue with stakeholders to address & mitigate the issue.
Education collaboration effort with Cedar Rapids Community School District (FY17 Work Plan).	<ul style="list-style-type: none"> • Collaborate with CRCSD in efforts to reduce academic performance disproportionality and provide updates. 	Lead: Dr. Ruth White Assist: Keith Rippy & LaSheila Yates	FY17	Continue dialogue with stakeholders to address & mitigate the issue.
Commissioner Influence Opportunities (FY17 Work Plan).	<ul style="list-style-type: none"> • Investigate effective practices in other communities. • Use program of work & service standards to influence next year's plan. • Evaluate what worked & what didn't work to incorporate change & progress in the next work plan. 	Lead: Outreach Committee	FY17	Promote change, progress, and success into CRCRC mission.

Action Plan
Education and Outreach Plan

8. EVENTS TIMELINE

DATE	EVENT	TARGETED AUDIENCE/PURPOSE	EXPENSE	FUNDING SOURCE
July 23, 2016	ADA Celebration	Inform persons with disabilities of their rights & CRCRC resources	\$25	HUD
July 30, 2016	CR Library end of summer celebration	Youth (including those of vulnerable populations). Donna the Dolphin appearance. Informational.	\$25	HUD
August 29, 2016	Public Accommodations & the ADA (partner with Great Plains ADA); quarterly training	Educate businesses of their rights & responsibilities under the ADA	\$550	HUD
September 9, 2016	Veterans Stand Down	Inform veterans of their rights & CRCRC resources	N/A	N/A
September 18, 2016	Festival Latino	Informational	\$25	HUD
October 2016	Banner display	Inform public of CRCRC	\$300	HUD
November 4, 2016	Veterans & the ADA (partner with US Attorney's Office, Linn Co. Veteran's Affairs); quarterly training	Inform veterans of their rights under ADA & CRCRC resources	\$50	General fund
December 2016 – April 2017	Fair Housing Poster Contest	Begin marketing in December, entries due March, award in April.	\$3000	HUD
January 2017	Purchase of outreach materials	Used for support of ongoing community outreach activities	\$2000	HUD
January 13, 2017 (tentative)	MLK Day film & job fair (partner with Library, City of CR, Linn Co., & CR Schools	Celebrate MLK and target potential govt. employees of under-represented groups	\$50	HUD

Action Plan
Education and Outreach Plan

February/March 2017	Immigrant document literacy; (potential partnering with Legal Aid) quarterly training	Assist African immigrants in understanding rental or housing agreements/CRCRC Know Your Rights.	\$50	HUD
April 2017	Fair Housing Bus Media Campaign	Use of public transit to market CRCRC	\$1700	HUD
April 2017	Fair Housing Proclamation from City Council	Recognition of Fair Housing Month	N/A	N/A
April 2017	Fair Housing PSA	Advertise CRCRC resources as it relates to fair housing	\$5000	HUD
April/May 2017	EEOC public outreach/training reference use of criminal backgrounds (partner with 6 th Judicial District IA Department of Corrections); quarterly training	Training for DOC personnel & CRCRC staff and informational for the public (affected individuals attempting to re-integrate into society, employers, housing providers)	\$50	General fund
June 2017	Farmer's Market (Citizen Appreciation Day)	General population for informational purposes	N/A	N/A
June 2017	CR Pridefest	LGBTQ community for informational purposes	\$25	HUD
June 2017	Tanager Fest	Youth; Donna the Dolphin appearance	N/A	N/A
June 2017	Asian Fest	Informational	\$75	HUD
June 18, 2017	Juneteenth	Informational	N/A	N/A