

Civil Rights Commission State of Equity Report Update

August 20, 2015

Executive Summary

Background:

Released in April 2014 by the Cedar Rapids Civil Rights Commission, the State of Equity Report serves as a baseline resource for all community members to make data-informed decisions about where they want the City to assess its progress over time. The goal of the report was to take a snapshot of any disproportionality found throughout systems in Cedar Rapids and Linn County.

Purpose:

The State of Equity Report's purpose is to:

- Serve as a baseline resource to inform community leaders and policymakers on issues of inequality facing our community
- Take a snapshot of disproportionality found throughout various systems in Cedar Rapids and Linn County
- Inform local organizations so that they may use the report to work in partnership to attain the City of Cedar Rapids' vision, and support an environment that is welcoming and inclusive. City of Cedar Rapids Vision Statement:

Cedar Rapids is a vibrant urban hometown – a beacon for people and businesses invested in building a greater community now and for the next generation.

Local Findings

The 2014 State of Equity Report showed overarching disproportionality within local, state, and national systems and institutions. In a thorough review of the report, the CRCRC prioritized three areas of disproportionality that have a direct impact on our local community. These areas include:

Education:

- Disproportionate participation of racial/ethnic minorities and low income students in Program for Academic and Creative Talent (PACT)
- Disproportionate disciplinary actions for racial/ethnic minorities
- Disproportionate participation of racial/ethnic minorities and low income students in all Advanced Placement courses
- Disproportionate representation of racial/ethnic minorities in senior leadership positions

Representation in Public Employment:

- Disproportionate representation of racial/ethnic minorities in senior leadership positions in public sector organizations analyzed in Linn County

Fair Housing:

- Disproportionate homeownership rates exist between Whites/Caucasians and Blacks/African-Americans in Cedar Rapids

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Progress Toward Change

Since September 2014, the Commission has had an opportunity to thoroughly review the report and prioritize local issues that fall within the Commission's scope of services. In order to further examine these critical issues, the Commission has reached out to partner agencies so that they can serve as valuable contributors to strategically address inequality in our community. Some of these entities include the Cedar Rapids Community School District, the Linn County Human Resources Department, and the City of Cedar Rapids Human Resources Department.

Taking Action

Each year, the Commission will develop a plan of action for prioritizing such issues by establishing an annual work plan. In general, work plans allow boards and commissions to address the City Council's priorities, communicate their own priorities, and measure the accomplishments of the board or commission.

In support of local partners that work in systems in which disproportionality has been identified, the CRCRC adopted its first work plan at its July 15, 2015 Commission meeting. Below are the goals adopted by CRCRC as part of its annual work plan.

CRCRC FY16 Goals:

- Increase awareness of public employment disparities through local data and outreach
- Increase awareness of disproportionality in homeownership
- Collaborate with the Cedar Rapids Community School District in efforts to reduce academic performance disproportionality
- Investigate effective practices in other communities
- Use program of work and serve as standards to influence next year's plan

Next Steps

As part of ongoing organizational development, the Cedar Rapids Civil Rights Commission staff will continue to facilitate a dialogue with its Commission members on issues of inequality facing our community. For details on CRCRC actions to date and future activities, please see Attachment 1.

For more information about the 2014 State of Equity Report and the CRCRC FY16 Work Plan, please visit our website at www.Cedar-Rapids.org/CivilRights or feel free to call our office at 319-286-5036.

Attachment 1

State of Equity Report Update: CRCRC Activities

September 14, 2015

<u>Activity</u>	<u>Start Date</u>	<u>End Date</u>
1. CRCRC Executive Director Yates thoroughly reviewed report with a focus on prioritizing local issues that fall within the Commission's scope of services.	8/1/2014	10/6/2014
2. CRCRC Executive Director Yates held discussions with staff about the report and discussed prioritizing local issues that fall within the Commission's scope of services.	10/6/2014	11/10/2014
3. CRCRC Executive Director Yates reached out to Al Rowe, Associate Vice President of Institutional Effectiveness at Kirkwood Community College, in regards to facilitating sessions with the Commission to identify next steps for the State of Equity report.	10/15/2014	10/15/2014
4. CRCRC Executive Director Yates met with Cedar Rapids Community School District (CRCSD) staff for the 2014 State of Equity Report initial discussion. (Education)	11/12/2014	11/12/2014
5. Mr. Rowe facilitated the first State of Equity Report session with staff. He facilitated a general framework discussion related to strengths, opportunities, aspirations, and results of the report.	12/10/2014	12/10/2014
6. Mr. Rowe facilitated the second State of Equity Report session with staff.	12/18/2014	12/18/2014
7. CRCRC Executive Director Yates attended the Public Forum for the Cedar Rapids Community School District Superintendent search at the African American Museum and provided feedback on the 2014 State of Equity Report. (Education)	12/29/2014	12/29/2014
8. Mr. Rowe facilitated the final State of Equity Report session with staff. Mr. Rowe led an action framework discussion that focused on strategic imperatives and desired outcomes for the report.	1/13/2015	1/13/2015
9. CRCRC Executive Director Yates attended Middle School GEAR UP 2.0 documentary viewing and provided feedback relating to the 2014 State of Equity Report. (Education)	1/15/2015	1/15/2015
10. CRCRC Executive Director Yates attended the CRCSD Equity Walk at Wilson Middle School and provided feedback relating to the 2014 State of Equity Report. (Education)	1/20/2015	1/20/2015

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State of Equity Report Update: CRCRC Activities

<u>Activity</u>	<u>Start Date</u>	<u>End Date</u>
11. CRCRC Executive Director Yates participated in a stakeholder interview with Morningside Research and Consulting to gather input regarding Housing and Community Issues for the Community Development Block Grant Consolidated Plan at City Hall, and provided feedback relating to the 2014 State of Equity Report. (Fair Housing)	1/21/2015	1/21/2015
12. The City of Cedar Rapids hosted sessions at the City Services Center and the African American Museum of Iowa to gather input regarding Housing and Community Issues for the Community Development Block Grant Consolidated Plan. CRCRC Executive Director Yates participated and provided feedback relating to the 2014 State of Equity Report. (Fair Housing)	1/22/2015	1/22/2015
13. CRCRC Executive Director Yates served as a speaker for Lunch and Learn with Big Brothers Big Sisters of Cedar Rapids and East Central Iowa at which she discussed general civil rights issues and 2014 State of Equity Report. (Education)	1/22/2015	1/22/2015
14. CRCRC Executive Director Yates met with the Linn County Human Resources Department to discuss the Diversity Initiatives group meeting. (Representation in Public Employment)	2/27/2015	2/27/2015
15. The CRCRC Fair Housing Month advertising campaign began on March 2nd and ended in May of 2015. The commercial was also posted on the CRCRC's social platforms. Staff received various phone calls as a result of the commercial which aired on CBS 2 and FOX 28. (Fair Housing)	3/2/2015	5/31/2015
16. First Local Government Agencies Diversity Initiatives group meeting. (Representation in Public Employment)	3/27/2015	3/27/2015
17. CRCRC Executive Director Yates and Education & Outreach Coordinator Johnny Alcívar Zúñiga provided a Fair Housing Month presentation for the Landlords of Linn County. (Fair Housing)	4/9/2015	4/9/2015
18. CRCRC Executive Director Yates and Education & Outreach Coordinator Johnny Alcívar Zúñiga provided a Fair Housing Month presentation for the Cedar Rapids Area Association of REALTORS. (Fair Housing)	4/16/2015	4/16/2015
19. Second Local Government Agencies Diversity Initiatives group meeting. (Representation in Public Employment)	4/24/2015	4/24/2015

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<u>Activity</u>	<u>Start Date</u>	<u>End Date</u>
20. CRCSD Chairperson Mary Meisterling, Former Superintendent Dave Benson, Deputy Superintendent Mary Ellen Maske, CRCRC Chair Keith Rippey, CRCRC Commissioner Dr. Ruth White, and CRCRC Executive Director Yates met to discuss the 2014 State of Equity Report. (Education)	4/28/2015	4/28/2015
21. Initial discussion at the Commission meeting regarding the CRCRC FY16 Work Plan.	5/20/2015	5/20/2015
22. Second discussion at the Commission meeting regarding the CRCRC FY16 Work Plan.	6/17/2015	6/17/2015
23. CRCSD Deputy Superintendent Mary Ellen Maske, additional CRCSD Staff, CRCRC Chair Keith Rippey, CRCRC Commissioner Dr. Ruth White, and CRCRC Executive Director Yates met to discuss the 2014 State of Equity Report and updates the Commission would like to receive. (Education)	6/30/2015	6/30/2015
24. Commission Approved the CRCRC FY16 Work Plan.	7/15/2015	7/15/2015
25. CRCSD Deputy Superintendent Mary Ellen Maske, additional CRCSD Staff, CRCRC Chair Keith Rippey, CRCRC Commissioner Dr. Ruth White, and CRCRC Executive Director Yates met with new Superintendent Bradley Buck. (Education)	7/29/2015	7/29/2015
26. CRCRC FY16 Work Plan Presentation at the City Council Public Safety & Youth Services Committee Meeting.	8/3/2015	8/3/2015
27. The following individuals represented the CRCRC at the CRCSD meetings: Aug 19 – Middle Schools (ELSC 7:30-3:30) - Dr. Ruth White. Aug 21 – Washington HS (WHS 7:30-10:30 a.m. - Dr. Ruth White and CRCRC Executive Director Yates.	8/19/2015	8/21/2015
28. Motion authorizing the CRCRC Chair to sign a Three Year Service Agreement with the City of Cedar Rapids, designating CRCRC Executive Director Yates to serve as the City’s Chief Diversity Officer and staff to take additional action as needed to fully execute the agreement. (Representation in Public Employment)	8/19/2015	8/19/2015
29. Executive Director Yates began role as Chief Diversity Officer. (Representation in Public Employment)	8/19/2015	8/19/2015

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<u>Activity</u>	<u>Start Date</u>	<u>End Date</u>
30. CRCRC FY16 Work Plan Presentation and Approval at City Council Meeting.	8/25/2015	8/25/2015
31. Chief Diversity Officer and HR Director begin first phase of the City's Diversity Initiative, including prep, start-up, and establish a Framework. (Representation in Public Employment)	9/1/2015	6/30/2016
32. Third Diversity Initiatives Meeting Tentatively Scheduled. (Representation in Public Employment)	9/16/2015	9/16/2015
33. CRCSD staff will present updated information to follow-up the 2014 State of Equity Report at CRCRC September meeting. (Education)	9/16/2015	9/16/2015
34. CRCSD Staff, CRCRC Chair Keith Rippy, CRCRC Commissioner Dr. Ruth White, and CRCRC Executive Director Yates will meet to review the second data set related to district wide equity and prepare for the February 2016 report. (Education)	1/2016	1/2016
35. CRCSD Staff submits second data set as related to district wide equity to the CRCRC. (Education)	2/2016	2/2016