

Iowa Freedom Riders' Demands

A. Demands for City Council

1. Iowa City officials must drop all charges against protesters.
 - a. City Council must (1) make the request to the County Attorney to drop the charges; (2) make the request in writing; and (3) share the letter with IFR
 - b. City officials must reverse charges 20200530/23:17, 202006/19:46, and 20200606/20:30 for speeding/stop sign infractions. These are the three citations not being prosecuted by the County.
 - c. ICPD must end law enforcement surveillance and targeted stops/police-initiated contact of IFR organizers and activists.
 - i. City Council must share information about the types of harassment protesters have experienced. City Manager Geoff Fruin acknowledged that the City is gathering "actionable intelligence" against the protesters. Using city resources to investigate/surveill nonviolent protesters is against the values of our City. Cease this surveillance immediately.
 - d. ICPD must refuse to cooperate with surveillance being conducted by law enforcement agencies outside of the ICPD.
 - e. ICPD must end the practice of targeting protesters with new "minor" violations in order to enhance existing criminal charges or as leverage for a probation violation, which increases the harm of an already racist legal system.
 - f. ICPD must ensure that body cameras are operational at all times. Officers who fail to keep their equipment in working order must be disciplined and/or terminated in the event of multiple violations.
2. ICPD, City Council, and other City officials must make a strong statement in support of protesters
 - a. ICPD, City Council, and other City officials must commit to *continuing* a practice of racial justice and accountability as progress is made and new concerns are identified.
 - b. ICPD, City Council, and other City officials must release a statement to Iowa City residents that reflects the City's commitment to the Black Lives Matter movement, including a message that reflects the immateriality of property damage in relation to Black and Brown lives.
3. ICPD must publicly publish their full budget, in clear language and with detail, so that all citizens can access and understand exactly how police money is being spent.
 - a. These details must be able to answer the questions: "Among staff costs, what percentage of time is spent on which policing duties? How does the budget allocation reflect policing priorities? What are the expected public safety outcomes for each expense? What are the programs that these expenses support?"
4. City Council must mandate that all Iowa City Government bodies must employ 30% or more BIPOC people.

- a. It is not necessary to add more staff to meet this goal. Current job descriptions must prioritize diversity and inclusion work, which can be informed by the equity toolkits for each department.
5. City Council must mandate that every institution and business not only have an equity toolkit but put it into practical use.
 - a. City Council must mandate that the equity toolkit plans already in place are shared publicly for transparency.
 - b. City Council must review City procurement and contracting standards and require the implementation of an equity toolkit or equivalent from vendors and others doing business with the City.
 - c. City Council must incentivize the adoption of equity toolkit or equivalent by all City businesses.
 - d. City Council must improve reporting options for residents who experience racism at City businesses. This includes restructuring the Human Rights Commission to better support residents who experience discrimination, and hold businesses accountable through existing civil rights protections.
6. City Council must implement a clear and sensible plan for affordable housing that addresses the availability of affordable housing in the City's core neighborhoods, e.g. downtown. As well as providing robust affordable housing options for citizens, this plan must:
 - a. Repurpose empty buildings, houses, apartments, and hotels to house people experiencing homelessness.
 - b. Provide unequivocal support and resources to refugee and asylum seeking communities.
 - c. Ensure that survivors of gendered violence have access to alternative housing options in the event their primary households become unsafe.
 - d. Provide non-coercive housing options for young people experiencing abuse or family rejection of their queer or trans identities.
 - e. City Council must create a committee on affordable housing and issue a public report of their progress every 60 days.
7. Johnson County Sheriffs, ICPD, and other City officials may not enforce evictions until a thorough review of the case has been processed by a social worker and an anti-homelessness team.
 - a. City Council will allocate resources to the construction of an anti-homelessness team that will act as liaisons between renters and landlords/City officials who wish to evict a tenant. They will construct a protocol to pursue all options before forcing a tenant to leave their current residence.
 - b. Before eviction is permitted, a thorough plan must be in place to ensure the tenant will not be homeless after leaving their current residence.
 - c. It is the landlord's responsibility to make sure this happens before a writ of possession can be served.

- d. If eviction is permitted, no armed City officials will be allowed to carry out the eviction and no physical touch will be permitted between City officials and tenants. The anti-homelessness team must be present.
 - e. City Council will contact the Johnson County Sheriff's Office and demand an end to all evictions throughout the financial recovery from the COVID-19 pandemic.
 - f. City Council will allocate resources to a taskforce that serves to educate people about their legal protections as renters.
8. City Council must provide funds for the Special Populations Involvement (SPI program)
9. City officials must insist the curfew be lifted in Coralville
10. City Council must mandate the dissolution of the current policing system in Iowa City and begin to build a ground-up, architecture for Community Wellness & Accountability to address public safety, security, and self-governance.
- a. City Council must immediately begin inputting information from the most marginalized (young, low-income, disabled, non-cishet, etc.) BIPOC citizens in Iowa City to re-imagine how to implement safety, security, and self-governance for all citizens.
 - b. This Community Wellness & Accountability architecture must focus on human needs instead of the protection of property. The principles for Community Wellness & Accountability will be ensured and facilitated by Community Wellness & Accountability Peer Professionals, to be described in further detail below.
 - c. City officials must reduce the police budget by 50% in 2021. ICPD must be 90% defunded in 2022, with the remaining 10% of their funding to be decided on at that time after a thorough evaluation by the City Council and review from BIPOC citizens of Iowa City.
 - i. These reductions must begin with:
 - 1. Immediate hiring freeze of new officers
 - 2. Immediately eliminate overtime work and overtime pay
 - 3. Firing police officers with one or more excessive force complaints
 - 4. Withhold pensions for officers involved in excessive force cases
 - 5. No hiring of new officers
 - 6. Fully cut funding for public relations
 - 7. Suspend the use of paid administrative leave for officers under investigation
 - 8. No investment in police training or police facility renovations
 - 9. Make police union contract negotiations public
 - 10. Immediately prohibit elected officials from taking money from police unions/union funds
- d. ICPD must immediately disarm all officers responding to activity without a confirmed armed suspect.
 - e. ICPD must immediately de-prioritize police activity around marijuana possession under 40 grams and end all related arrests and ticketing.
 - f. ICPD must end all police contracts with social services, care services, and government agencies providing care.

- g. Iowa City officials must ensure that all asset forfeiture programs and laws are immediately abandoned.
- h. City officials must use former police funding and invest in a robust mental health care and social work response team to respond to calls for citizen well-being, formerly handled by ICPD.
- i. City Council must form task-forces to input community needs on how to reallocate the remainder of the police funds to offer present and future generations options for health and well-being so as to prevent future infractions.
 - j. The Community Wellness & Accountability architecture will initially consist of 5 response teams: Mental Health, Road Safety, Drug & Alcohol, Anti-Homelessness, and Interpersonal Conflict. These teams will be staffed with mental health professionals, social workers, EMTs, nurses, and other Peer Professionals who are community members and trained to respond to community concerns in non-punitive ways. Once implemented, they will respond to emergency and non-emergency calls for help within their fields of expertise to resolve disputes and ensure the safety of citizens requiring assistance.
 - i. The response teams will partner with and utilize all existing community and government agencies who are already in operation and doing good work for our community. IFR is currently reaching out to several existing agencies and organizations who are already doing some of this work, to learn more about partnership. We do not know everyone yet, and are interested in learning about all agencies providing these services.
 - k. The Community Wellness & Accountability architecture will also include 4 departments to address long-term community needs: Affordable Housing, Income Support & Job Preparation, Immigrant & Refugee Support, and Community Wellness Programs.
 - i. These departments will partner with and utilize the many existing community agencies who are already in operation and doing good work for our community. IFR is currently reaching out to several existing agencies and organizations who are already doing some of this work, to learn more about partnership. We do not know everyone yet, and are interested in learning about all agencies providing these services.
 - ii. These should also include things like education funding, after-school programs, universal child care, mass transit, legal aid, quality food, community buildings & programs, mutual aid systems, etc.
 - iii. These should include Peer Professional teams that respond to non-criminal cases such as homelessness, intoxication, disorientation, substance abuse, disorderly conduct, drug infractions, and dispute resolution. Each team should consist of a medic (nurse or EMT) and a crisis worker (mental health professional) or other trained peer professionals.

- iv. These should include a road safety response team who will work with community members on traditional “traffic violations.” This group will assist community members with road compliance concerns that are non-punitive. An active road response team will be formed and trained to deal with more complex and potentially dangerous road compliance violations.
 - v. Criminal cases that can be handled by non-uniformed and unarmed police should always be the first line of approach. Including: domestic abuse, sexual assault reports, theft, assault, vehicular crimes, juvenile crimes, etc. Responding peer professional groups can always call police or other backup if the situation requires it.
 - I. City Council will continue to work with the community to implement violence prevention programs over the coming months and years so that ICPD can eventually be phased out completely without sacrificing the safety and security of Iowa City citizens.
 - i. These efforts are meant to engage all citizens in a broader understanding of community safety that exists outside of one’s individual self. Including:
 - 1. Skills-based education on bystander intervention
 - 2. Consent and boundary education
 - 3. Neighborhood responsibility programs
 - 4. Non-carceral violence prevention
11. City Council must overhaul the Iowa City Community Police Review Board (CPRB) so that it has real power. Powers must include:
- a. The ability to subpoena officers
 - b. Enact and enforce measurable consequences when the board recommendations are not followed or implemented
12. ICPD must immediately remove all military-grade equipment from its arsenal.
- a. This includes removing contracts from the Federal Government that provide access to military-grade equipment.
 - b. If necessary, City Council should order an analysis of all ICPD equipment to determine what is military-grade and how to dispose of it.
 - c. Order a review of all current ICPD and City contracts with the federal government to determine whether ICPD will receive any military-grade equipment or training in the future.
 - d. The Council should amend or terminate contracts to ensure the ICPD is not further militarized.
 - e. The Council should then hold a public meeting at which it reports on the demilitarization of the ICPD and identifies contracts which have been amended (and how) or terminated.
 - f. Immediately prohibit the use of tear gas, rubber bullets, pepper balls, and flashbang grenades against protestors.
 - g. Identify which law enforcement officer(s) discharged tear gas on the evening of Wednesday, June 3, 2020.

B. Demands for Iowa City Community School District (ICCSA) School Board

1. ICCSD Board must create an alternative school review board process for students who are sent to alternative schools.
2. ICCSD Board must implement a more diverse school board that is representative of the members of the community.
3. ICCSD Board must ensure the complete removal of school resource officers (SROs) from public schools.
4. ICCSD Board must implement an actively anti-racist curriculum that demonstrates a well-rounded and complete knowledge of Black history in the U.S. We contend that this be implemented through anti-racist personnel and hiring of a diverse staff that is qualified to do the work necessary for these changes to occur.
 - a. The ICCSD Board must use the wealth of expertise at its disposal, including curriculum builders at the University such as the Teaching & Learning program within the College of Education, among many others.
5. ICCSD Board must create an equity team/community-involved taskforce to: rewrite the ICCSD discipline protocol so that it is free of language and behaviors that target students of color, draft a document that includes a culturally responsive tier of consequences, and create a tiered list of consequences that can be recommended to hold schools accountable for the over representation of African Americans receiving office referrals and suspensions.
6. ICCSD Board must vote to provide mental health and financial support to support, recruit, and retain teachers, administrators, and school board members of color.
7. ICCSD Board must empower the district equity committee to hear complaints of racial bias from students and staff and allow this group to make recommendations to the Board for consequences to founded claims of racial harassment.

C. Demands for State Legislature and State Governor

1. The Iowa State Legislature must decriminalize cannabis possession (40 grams and under) across the state of Iowa and expunge the records of all those charged with cannabis-related offenses.
2. The Iowa State Legislature must reduce probation lengths for ex-convicts, and insist on no drug testing via marijuana.
3. The Governor must sign the Executive Order immediately reinstating the voting rights of all Iowans with felony charges who have served their sentences.
4. The Iowa State Legislature must end juvenile detention and reallocate resources into education and public mental health services.
5. The Iowa State Legislature must eliminate the 35% surcharge on fees from arrests across the state.