January 7, 2018

40 Under 40 Selection Committee

The Depot at 4th

100 4th Street

Des Moines, Iowa 50309

To Whom It May Concern:

Michelle Dickerson became involved with Iowa Citizens for Community Improvement (CCI) in the spring of 2016 through our racial justice team. She expressed concerns about racial profiling and the injustices that many folks say they have been subjected to in Des Moines and across Iowa.

The racial justice team works to end racial profiling, increase community policing to build relationships between the community and law enforcement and works to pass laws that benefit people of color. Michelle has been a key leader in this work for racial equity.

Michelle has been a team member who steps up and offers her talents (public speaking, graphic design) as a way to engage more people in our work. She facilitated a racial justice meeting among a group of 20+ churchgoers at Elpis Christian Fellowship where individuals shared stories of injustice they've faced and encouraged folks to take action and not be silent. She also updated our "Know Your Rights" cards that we hand out to individuals so they know their rights if they're stopped by the police. They look dramatically better and add credibility to our racial profiling campaign.

Lastly, Michelle is passing along her advocacy work to her daughter, Mariah. She's brought Mariah to every meeting she attends because she wants her daughter to be knowledgeable and to engage her in community action. It's wonderful to see Mariah join in our conversation and Michelle encourages Mariah to speak up.

We believe Michelle is a true asset in whatever capacity she is willing and chooses to serve in the community and is well-deserving of this nomination.

Respectfully submitted,

Bridget Fagan-Reidburn,

Community Organizer

Iowa Citizens for Community Improvement