

ANNUAL REPORT



FY2022

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Agency Overview

MISSION

The Iowa Department of Human Rights is a state agency with a mission to ensure basic rights, freedoms, and opportunities for all by empowering underrepresented Iowans and eliminating economic, social, and cultural barriers. We help individuals attain economic independence by ensuring access to government services and advancing educational achievement and entrepreneurial success consistent with their aspirations.

VISION

The Iowa Department of Human Rights is the results-oriented leader in creating a more inclusive and productive Iowa where a society of economically independent individuals are engaged citizens, contributing to the improvement of their communities.

PURPOSE STATEMENT

The Iowa Department of Human Rights will advocate for underrepresented Iowans and foster hope within our communities by educating individuals, businesses and government entities about the needs, rights and responsibilities of all Iowans. As a state agency, we have a special responsibility to ensure accessibility to government in order to improve Iowans' quality of life.

STATUTORY PROVISION

Iowa Code Chapter 216A outlines the structure and duties of the department.

Organizational Chart



Message from Director

The Department of Human Rights' vision is to create a more inclusive and productive Iowa. Our work with diverse populations helps all of Iowa become a place of economic prosperity and engagement, and it helps Iowans to contribute to their future and the future of their communities.

We help Iowans thrive in ways that are important to them - meaningful employment that supports their families, growth of skill and talent through education, being an integral part of Iowa's culture and community, and overcoming barriers to success.

The pandemic challenged us to meet urgent and emerging needs and laid the foundation for how we work today in adapting to meet them. By engaging and partnering with organizations and individuals that are close to the communities we serve, we can effectively and efficiently work across sectors to help deliver our mission. Drawing resources and support from collaborative partnerships enhances the services and support to Iowans. Through this work, we hope to represent the voices of diverse populations and build meaningful connections.

In reducing cultural, economic, and social barriers, we

- delivered information in a way for Iowans to understand;
- increased access to resources, services, and programs;
- created pathways that give youth a voice on issues that affect them;
- assisted Iowans with achieving career and educational goals;
- provided opportunities for Iowans to engage in their community and become contributing members of society; and
- provided meaningful data to assist with the decision making process.

I'm honored to be part of an agency that makes Iowa a truly great place for all who live here and look forward to working alongside our partners to help Iowans reach their potential.

Sincerely,

San Wong, Director
Iowa Department of Human Rights

Executive Summary

This Annual Report is submitted pursuant to Iowa Code Section 216A.2(h), covering the Department of Human Rights' activities and operations for FY2022. Highlights of this report include the Department's efforts in helping lowans attain self-sufficiency, connecting them to government and their community, and ensuring public safety.

Increasing Self-Sufficiency

We help lowans achieve self-sufficiency by empowering them to improve their work skills, further their education, increase income, set career goals, and overcome barriers to success.

- \$7,346,377 of combined total wages earned by participants of the Family Development and Self-Sufficiency Program (FaDSS) resulted in savings to the state's Family Investment Program (FIP) totaling \$975,043.
- 16% of FaDSS households had at least one adult employed at program entry. At exit, 51% of households had at least one adult employed.
- 816 homes were weatherized in Program Year 2021.

Increasing Access and Community Connections

We help Iowa become more equitable, just, accessible, and inclusive by concentrating on these areas of need: access to government, civic and community engagement, and youth leadership.

- Developed a language access initiative (found at <https://humanrights.iowa.gov/covid-19/language-access>) delivered in partnership with the Iowa Department of Public Health. We made available translated information and plain language in written and voice versions of government to ensure all lowans could access and use the critical health and safety information being delivered.
- 1,245 lowans used the Iowa Talent Bank to apply to serve on appointed boards and commissions.
- Established a new program for Data Access as a part of its overall Government Access Initiative to better understand the needs of underserved populations.

Improving Criminal and Juvenile Justice

We help state and local officials and practitioners identify issues and improve the criminal and juvenile justice systems through research, data, policy analysis, comprehensive planning, and grant administration.

- In a typical month, the criminal justice information system performs approximately 400,000 information exchanges of court documents in real-time.
- Conducted research on the effectiveness of apprenticeships for individuals in prison and partnering with the Judicial Branch to establish a decision matrix for judges and juvenile court services to determine effective services for youth in the juvenile court system. This includes creating pilot reentry navigators in three judicial districts.
- Coordinated the ongoing standardization of the statewide juvenile justice reentry system that will ensure all youth in the juvenile justice system receive the services and supports needed as they return home from facility placements.

Division of Community Action Agencies

Empowering Iowans to Be Self-Sufficient



The Division of Community Action Agencies (DCAA) provides resources and opportunities to strengthen communities and empower lowans to become self-sufficient.

Iowa has a network of 16 community action agencies across the state. Community action agencies are private, nonprofit and public organizations that create, coordinate, and deliver an array of comprehensive programs and services to people living in poverty. These programs and services reduce conditions of poverty, revitalize communities, and enable low- income families and individuals to secure opportunities to become self-sufficient. The agencies are governed by a uniquely structured tri-partite volunteer board of directors, comprised equally of elected public officials, private sector representatives, and low-income representatives. This structure is designed to promote the participation of the entire community in assessing local needs and attacking the causes and conditions of poverty.

In Federal Fiscal Year (FFY) 2021, Iowa community action agencies:

- assisted over 113,000 families and 265,000 individuals;
- administered over \$353 million in federal, state, local, and private funding;
- received over \$21 million in government and business in-kind services and donated items;
- partnered with over 5,600 public and private organizations that provide programs and services to low-income lowans; and
- were assisted by volunteers who contributed over 307,000 hours of service and support to their local communities.

The Division of Community Action Agencies (DCAA) is the focal point for community action agency activities within Iowa government. The DCAA develops and expands the capacity at the community level to assist families and individuals to achieve economic and social self-sufficiency and to ensure that the basic needs of Iowa's low-income population are met.

The DCAA administers four self-sufficiency programs:

- Community Services Block Grant Program (CSBG)
- Weatherization Assistance Program (WAP)
- Low-Income Home Energy Assistance Program (LIHEAP)
- Family Development and Self-Sufficiency Program (FaDSS)

Community Services Block Grant Program (CSBG)

The Community Services Block Grant Program (CSBG) is funded by the U.S. Department of Health and Human Services. These federal funds are distributed to Iowa's 16 community action agencies, which create, coordinate, and deliver many programs and services to low-income lowans. The CSBG funds the central management and core activities of these agencies. The agencies use the funds to mobilize additional public and private resources to combat the central causes of poverty in their communities and to assist low-income individuals to achieve self-sufficiency and ensure their basic needs are met. In FFY2021 Iowa's CSBG funding was over \$8 million.

Iowa's community action agencies provide the following activities to help low-income lowans:

- Remove obstacles and solve problems that block the achievement of self-sufficiency
- Secure and retain meaningful employment
- Attain an adequate education

- Make better use of available income
- Obtain and maintain adequate housing and a suitable living environment
- Obtain emergency assistance to meet the immediate and urgent family needs
- Achieve greater participation in the affairs of communities
- Address the needs of youth in low-income communities

Weatherization Assistance Program

The Division of Community Action Agencies administers the federal Weatherization Assistance Program—the nation’s largest residential energy efficiency program. The program reduces the burden of energy costs for low-income families by improving the energy efficiency of their homes and ensuring their health and safety of the residents, particularly the elderly, disabled, and families with children.

In PY 2021, the DCAA received \$5.9 million from U.S. Department of Energy, \$5 million from LIHEAP, and \$3.4 million from the investor-owned utility companies.

In Program Year (PY) 2021, 816 Iowa homes were weatherized. Program production was impacted severely in 2020-21 due to the COVID-19 pandemic and increases contractor and supply costs.

Professionally trained technicians in the program use a Department of Energy-approved computerized energy audit to determine the most appropriate and cost-effective energy-saving measures that should be applied to the house. Typical measures include sealing air leaks, installing insulation in attics, walls, and crawlspaces, tuning and upgrading heating systems, and installing low-cost energy conservation measures.

Technicians also conduct checks on every home weatherized to ensure the health and safety of families. This consists of inspecting all combustion appliances for carbon monoxide and for the proper venting of gases. Unsafe furnaces are repaired or replaced. Homes are also inspected for other issues such as mold and unsafe electrical wiring. Carbon monoxide detectors and smoke detectors are installed in all homes.

Homes weatherized in Calendar Year 2020 saved an average of \$246 in first-year fuel bill costs. In addition to the benefits of reducing energy use and ameliorating many health and safety problems.

In addition to the benefits of reducing energy use and ameliorating many health and safety problems in the homes, the program also:

- Provides households with education in energy-saving practices
- Increases the comfort in the homes that are weatherized
- Reduces the nation’s dependence on foreign oil
- Reduces carbon emissions and other air pollutants
- Preserves housing stock for low-income households

Low-Income Home Energy Assistance Program (LIHEAP)

The Division of Community Action Agencies administers the federally funded Low-Income Home Energy Assistance Program (LIHEAP). LIHEAP is designed to assist qualifying low-income households in the payment of a portion of their winter heating costs, and to encourage energy conservation through client education and weatherization. All households applying for LIHEAP are simultaneously making application for weatherization assistance.

LIHEAP payments are weighted to award higher benefits to targeted households. These households include the elderly, disabled, working poor, and households with children under six years of age. Additionally, benefits are weighted to account for a household's level of poverty. Households certified eligible for LIHEAP (those at or below 200% of the Federal Poverty Guidelines) are protected from disconnection of gas or electric service from November 1 until April 1 under Iowa's winter moratorium law.

Beyond regular assistance payments, LIHEAP has two additional components: Assessment and Resolution and the Emergency Crisis Intervention Program (ECIP). Activities covered under the Assessment and Resolution component include delivering client energy conservation education, referral to outside services, family needs assessment, budget counseling, vendor negotiation, household energy use assessment, household energy use planning, and low-cost energy efficiency measures.

The ECIP component of LIHEAP provides immediate assistance to alleviate life-threatening situations. Assistance payments are made for repair or replacement of a furnace or heating system, obtaining temporary shelter, purchase of blankets and/or heaters, emergency fuel deliveries, purchasing or repairing air conditioning equipment when medically necessary, purchasing fans, and transporting clients to cooling centers during times of extreme heat.

Iowa received an additional \$78.5 million in federal American Rescue Plan Act LIHEAP funding. The funds were utilized to provide assistance to households facing disconnection, and to increase the program year 2021-22 regular LIHEAP benefit.

LIHEAP Facts and Figures (Federal Fiscal Year 2021)

- 80,753 households applied for energy assistance.
- The average statewide regular assistance LIHEAP benefit was an estimated \$455.
- 36.7% of households assisted by LIHEAP had an elderly household member.
- 98.0% of households assisted by the LIHEAP were NOT receiving Temporary Assistance for Needy Families (TANF).
- 50.0% of households assisted by LIHEAP had a disabled member.
- 17.2% of households assisted by LIHEAP had a child less than 6 years of age.
- 58.7% of LIHEAP households were below 100% of federal poverty guidelines
- 66.7% heated with natural gas; 23.0% heated with electricity; 7.7% heated with liquid propane gas; 0.2% heated with fuel oil; 0.2% heated with wood/coal/other.
- 64.7% lived in a single family home; 33.0% lived in a duplex/apartment/mobile home.

Family Development and Self-Sufficiency (FaDSS)

Iowa's Family Development and Self-Sufficiency (FaDSS) grant program was created by the 1988 Iowa General Assembly to assist Family Investment Program (FIP) families with significant or multiple barriers reach self-sufficiency. FaDSS provides services that promote, empower, and nurture families toward stability and economic self-sufficiency. The foundation of FaDSS is regular home visits with families using a strength-based approach.

The FaDSS Council serves as an advisory body and awards grants for the FaDSS program. The Council consists of fourteen members and two members from each chamber of the general assembly serving as ex-officio members. The Council meets at least four times per year.

FaDSS is provided in all of Iowa's 99 counties through a network of 16 agencies (community action agencies and other public and private non-profit organizations) with approximately 86 Certified Family Development Specialists. Specialists are mandatory child abuse reporters, and subject to criminal and child abuse background checks. Over 90% of specialists and supervisors have a post-secondary degree and are required to complete ten hours of additional training each year.

FaDSS is an evidenced-based, holistic, strength-based, home visiting program that focuses on preventive services and facilitates long-term family change for families receiving FIP benefits.

During Program Year 2022, FaDSS was funded through an appropriation of \$8,192,934 in Temporary Assistance to Needy Families (TANF) and State of Iowa general funds. In addition, estimated local and in-kind funds of \$1,500,000 were provided to supplement FaDSS services.

The FaDSS program provides:

- Activities to increase work preparedness
- Goal setting and goal attainment skills
- Parenting skills development
- Child protection services
- Families with links to informal and formal connections within their community
- Assessment of family strengths
- Budgeting skills development
- Role modeling of healthy behaviors
- Self-advocacy skills development
- Assistance to communities throughout Iowa to respond to low-income families facing multiple issues in a strength-based manner

In PY 2022:

- FaDSS served 2,323 families. 1,195 families completed the program during the year, including 2,411 children.
- FaDSS families earned total wages of \$7,346,377, resulting in a FIP savings of \$975,043.

FaDSS Performance Outcomes-State Fiscal Year (SFY) 2022

Increased Employment

- 16% of FaDSS households had at least one adult employed at program entry. At exit, 51% of households had at least one adult employed.
- 670 families were involved in activities designed to increase work preparedness skills. These activities, provided by FaDSS, include resume writing, mock interviews, and assistance with completing job applications.

Increased Income

- Families that were employed at exit had an average monthly family income of \$1,458, an increase of \$1,191.

Decreased Family Investment Program (FIP) Payments

- At entry, families averaged \$379 in monthly FIP payments. At exit, the average FIP payment for families was \$106, a decrease of \$272.

Achievement of Educational Goals

- 181 adults who exited the FaDSS program achieved major education goals:
 - 22 completed a certification program
 - 52 completed some college courses
 - 42 completed a GED/HS diploma
 - 9 completed an Associate's Degree
 - 4 completed a Bachelor's Degree

Increased Access to Services & Treatment: Domestic Violence

- 88 FaDSS families that exited the program had positive screening when FaDSS administered a domestic violence screening.
- FaDSS made referrals for 59% of those families while 35% of the families were already receiving supports in this area. .

Increased Access to Services & Treatment: Mental Health

- 578 adults that exited the program had a substantiated mental health issue.
- 89% of those adults with a mental health barrier accessed treatment. The FaDSS program assisted 89% of adults gaining access to treatment.

Increased Access to Treatment: Substance Abuse

- 155 adults that exited the program had a substantiated substance abuse issue.
- 83% of those adults with a substance abuse barrier accessed treatment. The FaDSS program assisted 69% with gaining access to treatment.

Mathematica Evaluation

The Family Development and Self-Sufficiency (FaDSS) program continues or participation in a national evaluation of family-focused coaching strategies designed to foster family economic self-sufficiency. The three-year evaluation is sponsored by the Office of Program Research and Evaluation at the U.S. Department of Health and Human Services and conducted by Mathematica Policy Research. The study is utilizing random assignment to treatment and control groups in a longitudinal study to measure the impact of FaDSS services.

The enrollment phase is completed, and 863 families are enrolled in the treatment and control groups. Local sites are continuing to submit service and program data into the Mathematica reporting system for families enrolled in the evaluation. Mathematica is now conducting follow-up surveys with program participants to assess the program model implementation and impact. Participant interviews will occur after program exit at nine months, 21 months, and 48 months prior to a final analysis and report.

Two Generation Initiative

Our Two-Generation Initiative includes five pilot project sites in the state to implement two-generation strategies with targeted populations of families including those experiencing deep poverty, mental health barriers, and involvement with child welfare services. Targeted program outcomes include strengthening communication and coordination with IWD/Promise Jobs programs, and designing whole-family focused assessments and services.

This initiative is designed to develop innovative and effective strategies for serving families that consider the needs of parents and children together. The aim of Two-Generation approaches is to improve both family stability and self-sufficiency, while ensuring their children high quality education, child care and health services.

To learn more about our Two-Generation initiative, visit the DHR website at:

<https://humanrights.iowa.gov/sites/default/files/media/FaDSS%20%20Generation%20Pilot%20Site%20Summary-FY21.pdf>

Division of Community Advocacy and Services

*Increasing Access and Community
Connections*



The Division of Community Advocacy and Services includes seven Offices and respective Commissions, all with the same mission - to create access to the tools people need to get to the starting line for success and to build communities in Iowa where people from diverse backgrounds thrive.

As the state's central agency to advocate for underserved populations, we coordinate and cooperate with other departments to enhance their programming, provide direct assistance to those who request it, coordinate with and assist other public organizations, and serve as an information clearing-house of programs to assist our populations.

To carry out its work, the Division concentrates on providing trusted data and programs through its Offices and respective Commissions for underserved populations: Status of African Americans, Asian & Pacific Islander Affairs, Deaf Services, Status of Women, Persons with Disabilities, Native American Affairs, and Latino Affairs

Commissions are made up of private citizens, appointed by the Governor, to study the opportunities for and changing needs of populations, serve as a liaison between the Department of Human Rights and the public, recommend legislative and executive action to the Governor and General Assembly, and establish advisory committees, working groups or other coalitions.

Because of the intersectional nature of the needs of these communities, bringing them together in one organization allows for a synergy and alignment. Our goal for an inclusive, equitable and just Iowa is achieved when we connect people to their government, to the state and to each other. This helps us to:

- Connect community needs with the right access point(s) in government, non-profits or businesses.
- Facilitate community building through intentional focus on creating systems of belonging and familiarity for people in special populations; helping people find their sense of connection so that they stay here and create a thriving home in Iowa.

Our areas of focus include:

1. Data and Data analysis to share the stories of Iowa's people using trusted sources of data and insight to enhance the delivery of state and local programming.
2. Civic engagement to help people develop their own capacity to become agents of change.
3. Language and communication access to state and local services removes barriers and makes available the tools for success.
4. Youth engagement to build resourcefulness by developing leadership and improving systems that impact young people.
5. Community connections to elevate the issues, ideas, cultures, and contributions of our communities to improve the way people connect with one another.

Data and Data Analysis

Sharing the stories of Iowa's people using trusted sources of data and insight to enhance the delivery of state and local programming.

The state and federal government agencies have rich and valuable data about Iowans in specific subject matters. However, the facts about the status of our underserved populations in Iowa are challenging to find in one place. Having this information available through the lens of intersectionality and population, in addition to by subject, will help policy makers, and all Iowans, achieve better informed in decision making.

The Division collaborates with non-profit organizations, local service providers, and other governmental entities to provide them with the quantitative and qualitative data they need to more effectively serve the growing diversity of Iowans. Its advocacy exists in the form of specialized information and education about the needs of certain populations with the goal of helping all organizations that employ, serve or otherwise connect with diverse populations be more successful in their work.

- For example, the Division spearheaded the creation of a dashboard for the state's data portal that gathers both state administrative and federal data to more accurately identify which languages are spoken in the state, where, and by how many people. It can be used by all state agencies, service providers and businesses to assess their own language/communication access needs. It can be found at [Languages Spoken in Iowa](#).

By examining the impact of the breadth of programming delivered by state and local government, we are better able to target the mix of services and resources that are most likely to build success for certain people/populations. We are also able to cooperatively work with organizations to identify where gaps exist, allowing agencies to manage their own programs and resources to better fill those gaps.

- For example, the Division led the creation of a set of data tools that allow service providers to assess the impact of workforce programming for persons with disabilities at the county level. It offers interactive information across multiple programs that deliver services, creating insight about the impact of the mix of services available by county - and also helps identify where there are geographic gaps in services that may negatively impact workforce development efforts. The Division brought together state agencies and services providers to create the vision, direction, and to provide administrative data for this project. It can be found at [Successful Employment for Persons with Disabilities](#).

Civic Engagement

Helping Iowans develop their own capacity to become agents of change.

Iowa Talent Bank

The Iowa Talent Bank enhances the ability for members of all under-represented populations to be a formal part of the civic decision-making process. In FY2022:

- 1,345 Iowan were able to apply to serve on appointed boards and commissions through the Talent Bank
- 715 applicants were women
- 57 Iowans were matched with mentors to learn more about public service

The Talent Bank can be found at <https://talentbank.iowa.gov>. It allows any Iowan to examine how and where they can serve on appointed government boards and commissions, and communicate their interest and qualifications. This innovative tool also allows government officials to easily

connect with those individuals who have interests and talents needed on local boards and commissions.

Housed at the Iowa Department of Human Rights, the Iowa Talent Bank:

1. Helps political subdivisions meet gender balance goals and increase overall diversity on boards and commissions.
2. Encourages more women, and others in underrepresented populations, to seek and obtain board and commission appointments.
3. Creates mentoring relationships between those wanting to learn about public service and those with experience.
4. Increases civic engagement among all Iowans.

The Talent Bank is the missing link that brings a more diverse candidate pool into the public service arena. This is the first consistent, state-wide portal to provide this type of matching

The Talent Bank is a tool for all Iowans to:

- Know about open positions and requirements for service on public boards and commissions
- Submit qualifications for consideration to the appointing entity
- Allow appointing entities to identify qualified candidates from a more diverse pool of qualified individuals
- Pair experienced mentors with mentees who wish to improve their skills toward being an effective board or commission member
- Assess progress toward gender balance and diversity throughout the state; make improvements when needed and replicate successes

Government Access

Helping with navigation for those who need access to government services.

Issues of access are compounded when Iowans have cultural, language or communication barriers - and those barriers exist across all populations. People who are Deaf or who have hearing loss, people who speak a native language other than English, or even people who have difficulty understanding the process of government experience challenges when trying to connect with state and local agencies.

Comprehensive Programming and Assistance

Each office within CAS comprehensively tracks the human rights-related issues on which we receive requests for, and provide, assistance. In FY2022, more than 2,870 Iowans sought assistance and information from the Division. In addition to pervasive issues related to the pandemic (healthcare access, mental health, employment, transportation and employee rights), the following are the trending issues for FY2022:

African Americans: Housing, employment, civic engagement/voting rights, inmate issues, diversity/inclusion in business, justice system disparities, educational disparities, healthcare

Asian and Pacific Islander Affairs: Immigration, health and elder care, Medicare, government programs and resources, hate crimes, education/college access

Deaf Services: Communication access within government, communication access in business or employment, assistive technology, justice system issues

Latino Affairs: Immigration, support for youth, community cultural connections, civic engagement, employment supports

Native Americans: Indian Child Welfare Act, inmate rights, understanding of Native American culture, school mascots

Persons with Disabilities: Transportation, service animals, physical access, education, employment, civil rights at work and in housing

Status of Women: Workplace discrimination/family and pregnancy leave, Women's history, domestic violence/sexual violence, childcare access

The Division also provides organizational navigation to incubate faith- and ethnic-based organizations that are a pipeline for diverse populations to receive the services they need to thrive in our state.

- For example, the Division incubated the Iowa Spanish Helpline. Through its relationship with Latino Service Providers, we recognized the need for a helpline that was specific for Spanish-speaking Iowans who needed more than referral, but for whom short-term case management to build packages of services was necessary. The Spanish Helpline helps organizations with language access when needed, and connects Iowans with existing services to meet their needs.
- The Division also works with ethnic-based organizations to move them from informal groups to formal organizations that can access programming and funders. For example, the Division worked with a Pastor to create the Shalom Community Impact Center. The creation of this Center moved the organization from an ad-hoc provider of services to become a 501(c)3 that delivers education, childcare, and workforce development in partnership with state agencies and community colleges.

Youth Leadership

Creating resourcefulness and improving systems for youth through a focus on developing leaders.

Latinos CAN Coalition

In collaboration with Iowa College Student Aid, the Division coordinates the Iowa Latino Post-Secondary Education Coalition (Latinos CAN). This Coalition continues to address post-secondary attainment for the Latino community. Currently in Iowa, 16% of Latino adults have earned an associate degree or higher, compared to 38% of all adults in Iowa. The Department has created an extensive resource guide for Latino students in Iowa to learn more about resources and services to assist with post-secondary education. It can be found at <https://humanrights.iowa.gov/resources-latino-students-and-parents>.

The Latinos CAN Coalition also took its efforts to increase post-secondary educational attainment for Latinos on-line. The program created videos to reach out to students and parents. The videos can be viewed at <https://humanrights.iowa.gov/latinos-can-coalition>.

Summer Youth Leadership Academy for Youth with Disabilities

The Youth Leadership Academy 2020, a collaborative initiative of DHR, the Developmental Disabilities Council and the University of Iowa Centers on Disabilities. The Academy was held on July 25- July 29 with a [Graduation session in August](#). Youth with disabilities graduated from the Leadership Academy by succeeding in the following virtual sessions:

- Session One – Goal Setting
- Session Two – Self Determination
- Session Three – Civic Engagement
- Session Four – Leadership
- Session Five – Social Networking and Mentoring
- Session Six – Graduation/Celebration

Community Connections

Elevating issues, ideas, cultures and contributions to improve connections among all lowans.

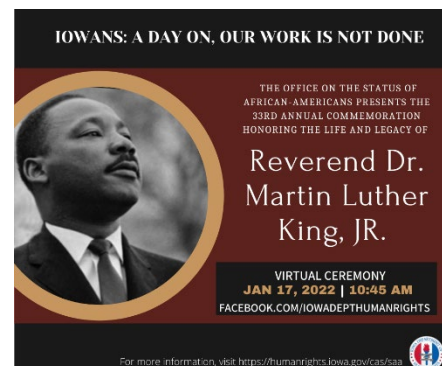
We believe that engaged people are essential to building strong communities, and that when the voices of all lowans are heard, our state becomes a better place for everyone. To achieve this, we are:

- Making information about our work and the work of our partners more easily accessible. We streamlined the delivery of messages to the audiences we serve and as a result, we have grown our subscribers. By offering website visitors the chance to subscribe and by creating customized content, we are better able to deliver the information people need.
- Connecting with affinity groups and service providers to amplify our messages and build a strong base of knowledgeable people around the State. Team members have actively participated with more than 420 different state and local organizations throughout the last fiscal year.
- Engaging in critical conversations and sharing the stories of lowans; connecting the value of people and their experiences to one another

With these overarching principles in place, the Division delivers programming, or partners with key organizations to do so. The following is a sample community connections in FY2022:

- **People You Should Know Series.** At the Department of Human Rights, we are honored to know many lowans who work without fanfare to make our state better. Our People You Should Know series introduces lowans who give their skills, talents and knowledge to make a real difference in human rights in Iowa. This series can be viewed on the [Iowa Department of Human Rights YouTube Channel](#).
- **Newsletters.** The Department's newsletters provide access to information important to lowans, particularly those lowans who are underserved, living in poverty or involved in the justice system. They are also an important resource for those who work with or serve people in these populations. Newsletters may be viewed on our [website](#).
- **Iowa Latino Hall of Fame.** Many outstanding Latinos/as helped shape Iowa and many strong Latino leaders continue to contribute their talents and skills to improve the quality of life in this state. The Class of 2021 (FY2022) Honorees were:
 - **Elizabeth Balcarcel from Zacatecas, Mexico - Des Moines, Iowa:** Elizabeth is a state and national leader in the anti-violence movement, working tirelessly for safety and immigrant rights. Her compassion and diligence have improved many lives.
 - **Gabriela Rivera from Mexico City, Mexico - Coralville, Iowa:** Committed to expanding the educational opportunities to Iowa students and residents, Gabriela Rivera demonstrates the importance of Latino values through advocacy, service, and community.
 - **Michael R. Reyes of Mexican heritage - Davenport, Iowa:** Michael has a long history as a role model for the Latino communities in Iowa. He was the Iowa LULAC

- director, a U.S. Army veteran and a member of the Rock Island American Legion post 200 for over 23 years.
- **Iowa Latinx Youth Leadership Award: Crystal Ambriz from Tijuana, Mexico - Columbus Junction, Iowa:** Advocate for workers' rights and housing discrimination. She is a community organizer, referee, artist, runner, and leader for young people that are ready to make change to happen.
 - **Iowa LGBTQIA Leadership Award: Buffy Jamison from Des Moines, Iowa:** An educator who lives at the intersection of Blackness, Queerness, and disability. Her work in the community unites these issues to create collective liberation. Buffy is the co-chair of the Iowa Queer Communities of Color Coalition.
 - **Robert D. Ray Award for Equity and Justice:** Henny Ohr from Korea - Johnston, Iowa: Henny Ohr is a Founder and Executive Director of EMBARC, Iowa's first refugee-led, non-profit service provider. Henny supports immigrant and refugee communities with the knowledge and resources they need to feel at home in Iowa. She has helped many.
- Women's Hall of Fame. To highlight women's heritage and recognize their contributions, the Iowa Women's Hall of Fame as established 1975. Each year we welcome four women into the Hall of Fame, paying tribute to them and setting them forth as role models for others. The 2021 Women's Hall of Fame Inductees were:
 - **Dr. Roxann Marie Ryan, Ph.D. (Cresco, IA):** Former Iowa Commissioner of Public Safety, Assistant Iowa Attorney General, Educator & Scholar. Dr. Ryan is noted for her vast contributions in academia, groundbreaking work in public service, and celebrated leadership among students, colleagues, and citizens across the country.
 - **Cornelia Clarke (Grinnell, IA): Nature Photographer, Academic Contributor, Book Illustrator.** Cornelia Clarke's photographic legacy appeared in children's books, scientific journals, newspapers, science magazines and encyclopedias all throughout the nation. Posthumous Award (1884-1936)
 - **Donna Reed (Denison, IA): Actress, Academy Award Winner, Advocate for Peace.** Donna Reed is celebrated for her successful career in entertainment, as a trailblazer for women in television, as well as a humanitarian who advocated for social justice and world peace. Posthumous Award (1921-1986)
 - **Jan Mitchell (Des Moines, IA): Educator, 1997 Iowa Teacher of the Year, 2019 Iowa Latino Hall of Fame Robert D Ray Award for Equity and Justice recipient.** Over the course of her career, Jan Mitchell has been instrumental in assisting the education and social mobilization of hundreds of Iowa's Latinx students, championing women's rights, and prioritizing service-led compassion into her work with the community.
 - **Dr. Martin Luther King, Jr. Celebration.** The Office on the Status of African Americans presented a virtual celebration on January 17, 2022, on the Iowa Department of Human Rights' [Facebook page](#).

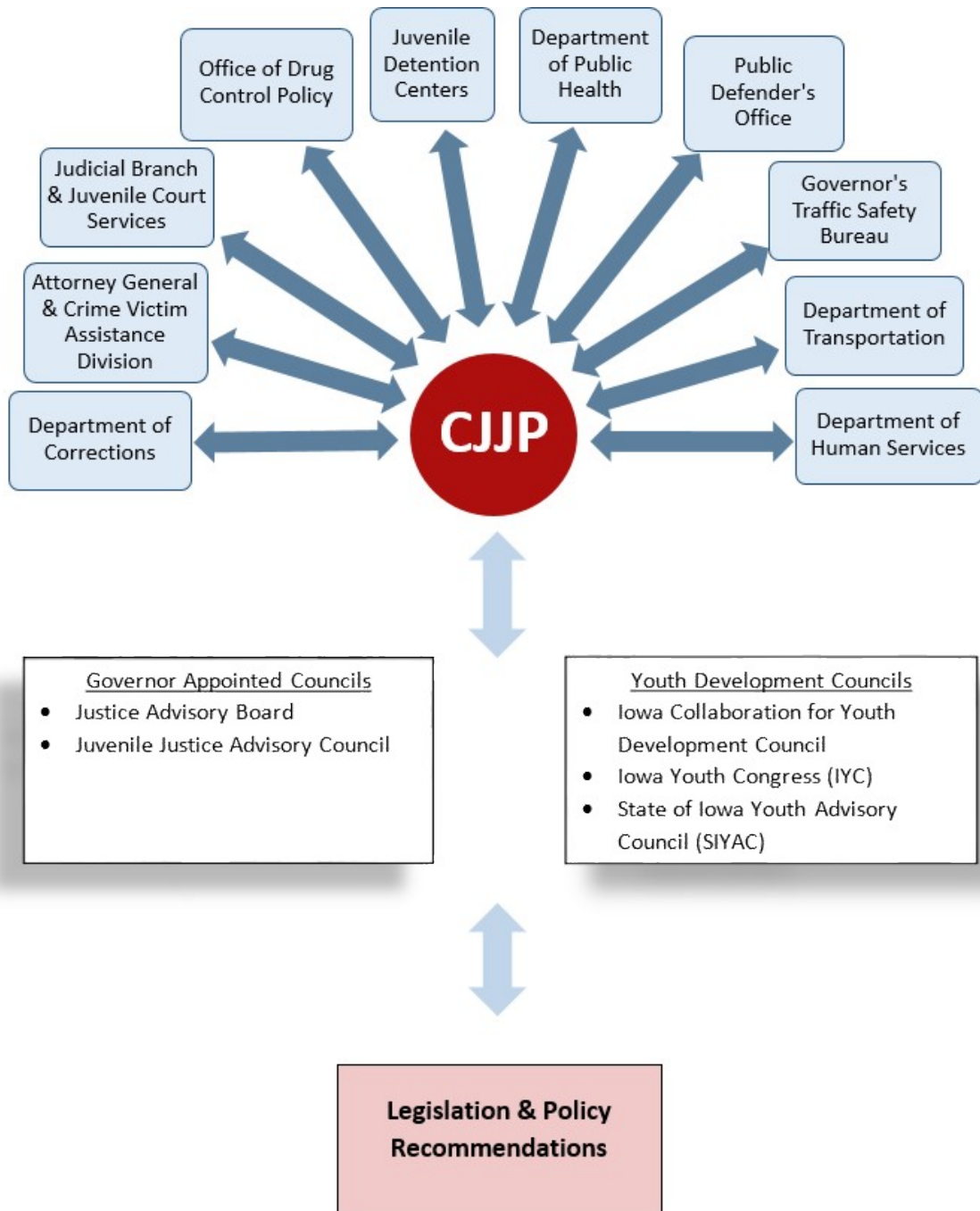


Division of Criminal and Juvenile Justice Planning

Improving public safety and empowering youth



The Division of Criminal and Juvenile Justice Planning (CJJP) is Iowa's Statistical Analysis Center (SAC) and carries out research, policy and data analysis, and program development to assist policy makers, justice system agencies, and others to identify issues of concern and to improve the operation and effectiveness of Iowa's justice system. CJJP also administers federal and state grant programs to fund local and state projects to improve Iowa's justice system.



Data Management

Justice Data Warehouse (JDW)

The Justice Data Warehouse (JDW) is a central repository of key criminal and juvenile justice information. Two main sources of information in the warehouse are the Judicial Branch Case Management system and the Iowa Corrections Offender Network (ICON).

The overall mission of the JDW is to provide the judicial, legislative, and executive branches of state government and other entities with improved statistical and decision support information pertaining to justice system activities. For purposes of administration relating to Iowa's court system, Iowa's 99 counties are organized into eight judicial districts. Presently all eight judicial districts are entering and utilizing information from each of these districts is available for analysis from the JDW.

Easy Access

CJJP developed the Iowa Easy Access (EZA) online tool that provides public access to multiple years of aggregate adult court charges/convictions and, key juvenile court decision points, including information by district, county, age, sex, and race.

Adult: <https://disposedcharges.iowa.gov>

Juvenile: <https://juvenilecourtstats.iowa.gov>

Criminal Justice Information System (CJIS)

CJIS integrates and shares information among Iowa's justice agencies in a seamless, paperless, real-time, secure manner. CJIS makes state, county, and local agencies more effective and efficient, and better able to serve the public. CJIS performs over 400,000 exchanges of information per month.

CJIS has expanded its reach to benefit all 99 counties, and transmits data between the Judicial Branch, DOC, DOT, DPS, DNR, DHS, Secretary of State, Attorney General, and all eligible county attorney offices. Also, currently transmits data to 256 of 293 police departments.

National Youth in Transition Database (NYTD)

Iowa NYTD is a federal mandate for the Iowa Department of Human Services (DHS) to collect outcome information (via a standardized survey) from current and former youth in foster care or another out-of-home placement. DHS contracts with CJJP to collect the survey information from youth aged 17, 19, and 21.

Outcomes are derived from survey questions that measure youth across six domains:

- Educational attainment
- Financial self-sufficiency
- Access to health insurance
- Experience with homelessness
- Positive connections with adults

The outcomes collected through the NYTD survey provides information on areas for improvements to the foster care system to better serve youth transitioning to independence.

In FFY2021, Iowa NYTD met federal compliance by surveying 73% of the 21-year-old population and providing a required data report highlighting outcomes¹. A data report summarizing the information collected from that cohort of youth is available on the NYTD website: bit.ly/lowaNYTD.

From October 1, 2021, through September 2022, Iowa NYTD conducted surveys with 19-year-old youth, who were formerly in foster care.

In addition to collecting survey results from these youth populations, Iowa NYTD will continue to positively engage youth in foster care and juvenile justice through additional outreach activities:

- **“The Talking Wall”**—An activity that provides an opportunity for youth to appropriately use their voice as a tool for change. In 2021, the Talking Wall was hosted at 40 different locations, included voices from 383 youth, and produced 1,828 post-it notes. Main themes from youth and young adults included:
 - Assistance with transitioning out of group care
 - Availability of better hygiene products (e.g. tampons, soap for sensitive skin, shampoo)
 - A placement facility for 18-21 year olds, to assist with transition and rehabilitation
 - Be able to study for and take the HI-SET (high school equivalency)
 - Be able to talk to people who have been through what they are going through
 - Provide choices for youth
 - Assistance in preparing for court
 - More education to prepare for transitioning to adulthood (e.g. housing options, job training, birth control, money management, food preparation)
 - Longer, more frequent and more accessible phone calls,
 - More visits with family while in placement

The results of the Talking Wall were presented over 25 times across the state, and led to the following changes:

- Youth Justice Council partnered with law students to co-create administrative rule recommendations to improve youth's access to hygiene (including skin, hair and period) products that they need
 - A stakeholder group made up of representatives from Dept of Ed, Dept of Human Rights, detention director, AEA, and DMACC convened to identify a process and overcome barriers to youth working on their HiSET while in detention
 - HHS is modifying administrative rules to increase the clothing allowance for youth in foster care
 - Practice bulletins and guidance have been released to juvenile judges in Iowa
 - Impetus for Juvenile Court starting the annual Family and Youth Engagement Summit
 - Motivated the resource allocation to develop the Youth Justice Council
 - Integrated in multiple trainings for frontline staff
- **Iowa Youth Resources Website²**— The site features seven videos and other resources designed to help youth who are transitioning to adulthood. The videos focus on employment, education, housing, medication, and other resources. Although the information is aimed at youth who are exiting the foster care or delinquency systems, the resources provided can be used by all youth, parents, or others who work with youth. The site was created through a collaborative effort by Iowa NYTD, CJJP, the Juvenile ReEntry Systems Task Force, Achieving Maximum Potential (AMP), the Iowa

¹ <https://sites.google.com/a/iowa.gov/national-transition-youth-database-nytd/annual-report/17-year-old-annual-reports>

² <https://sites.google.com/a/iowa.gov/dhr-youth-services/>

Department of Public Health, the Boys' State Training School, and other state agencies.

- Annual Creative Expressions Art Contest—This contest is open to youth (up to age 24) who have experienced foster care or another out-of-home placement. It invites youth to submit artwork that captures the given theme of the contest. Entries include a variety of art media. In FFY2020, the theme was “I show kindness by...” and there were 9 entries.
- Annual Iowa NYTD Expressive Creations Showcase—This effort allows local and state agencies to host and display previously submitted art entries. Artwork is currently on display at YSS, United Way of Central Iowa, Iowa Workforce Development and Iowa Homeless Youth Shelters.
- Partnerships—Continue to strengthen partnerships with the Iowa Foster Care Youth Council (AMP), the Iowa Aftercare Network, provider agencies, Juvenile Court System, social workers, CASA/FCRB and other state and local entities.

Overall, NYTD strives for the youth voice to be heard, by gathering the results of the survey and additional information (gathered in other creative ways), and to share it all with decision makers.

Decision Matrix

A Decision Matrix is a structured decision-making tool which allows the user to see the level of supervision and services that has been most successful with youth based on historical data. The Juvenile Court Services is partnering with CJJP to implement a decision matrix as a pilot in a limited number of juvenile courts.

Ideally, the Standardized Program Evaluation Protocol (SPEP) and the Decision Matrix will become fully integrated, providing guidance not only about the level of supervision and service indicated for any given youth, but also identify existing services of that type is shown to be likely to reduce recidivism. Both tools make use of the Iowa Delinquency Assessment, Iowa's validated risk/needs assessment instrument which has been operational since 2007 and is used to determine youth risk level as well as to assist with case planning.

Research and Analysis

Research Evaluation and Analysis Services

CJJP carries out various research regarding criminal and juvenile justice issues as the Statistical Analysis Center. They perform high quality research and provide expertise to inform policy, practice, and decision making at the state, local and federal levels.

Program Evaluation

Program evaluation is a method for collecting, analyzing, and using information to assess projects, policies, and programs for their effectiveness and efficiency in following a set model or procedures. CJJP performs process, outcomes, and data evaluability assessments to evaluate programs

Trend Analysis

Trend analysis is used to collect information on current and historical data to spot a pattern and in some cases predict future outcomes. CJJP utilizes trend analysis to monitor changes in charging and convicting practices, correctional and community-based supervision populations, and the correctional and racial impact of some legislation.

Policy Evaluation

Policy evaluation is used to examine the implementation, content, and/or impact of a policy. CJJP performs policy evaluation by examining the correctional, racial, and fiscal impact of proposed legislation.

Forecasting

Forecasting is a technique that utilizes historical and current data to analyze trends and make informed estimates in determining the direction of future trends. CJJP utilizes forecasting analysis to project Iowa's prison population which is important to mitigate any increases observed in Iowa's prisons.

Mapping

Mapping is the graphical representation of a procedure, process, structure, or system that depicts arrangement of and relationships among its different components. CJJP staff have been trained in using ArcGIS, a geographic mapping tool, used for analysis and the review of patterns and trends and how location may impact public safety, services, etc.

Criminal and Juvenile Justice Policy

CJJP has two Governor-appointed boards/councils that provide unique perspectives and offer ideas and strategies to improve the justice system. CJJP conducts research, based on their ideas and if the strategies are found to be effective, recommendations to improve the justice system are made to the legislature, the governor, and other decision-makers.

Justice Advisory Board 3-Year Plan

In 2019, the Legislature passed House File (HF) 634 that established the Justice Advisory Board (JAB) in the Department of Human Rights, Division of Criminal and Juvenile Justice Planning (CJJP). The JAB is required, per Iowa Code §216A.135, to develop and submit a plan and report to the Legislature and Governor.

The 2021 three-year criminal and juvenile justice plan, developed by the JAB, identifies the priorities, goals, and recommendations. Achieving the goals will require coordinated efforts from multiple justice entities and the legislature.

1. Racial Justice

Goals:

- a. End racial profiling
- b. Eliminate racial disparities to create an unbiased juvenile and adult criminal justice system
- c. Eliminate disparities in excessive use of force and death in custody

Recommendations:

- Collect and analyze data to identify racial profiling and disparities in the juvenile and criminal justice systems
- Review and consider correctional and racial impact statements on legislation, prior to passage, to identify any impact on the prison population and racial disparity
- Ban racial profiling
- Correct identified systemic disparities in the justice system, including:

- Entry into the system - Provide pre-charge opportunities for low-risk juvenile and adult offenders
- Pre-trial release – Provide alternatives to bonds and pre-trial services for adults and detention alternatives for juveniles
- Reduce juvenile offenders prosecuted as adults - Modify the Iowa code and enhance funding for juvenile offender services

2. Mental Health

Goals:

- a. Identify offenders who need mental health care and provide appropriate services and placement in the juvenile and criminal justice systems
- b. Provide safe treatment and living conditions for those with mental health needs in the juvenile and criminal justice system

Recommendations:

- Standardize mental health screening tools to enhance early intervention and diversion strategies for juvenile and adult offenders (e.g. crisis intervention teams, tele-health, available in-patient treatment, mental health courts)
- Provide effective mental health treatment and medications for incarcerated offenders and transition plans as offenders reenter the community

3. Community-based corrections and alternatives to incarceration

Goals:

- a. Reduce entry to prison
- b. Reduce revocations to prison
- c. Increase the use of effective treatment courts
- d. Document lessons-learned from COVID-19

Recommendations:

- Enhance community-based correctional services to include additional alternatives to prison (e.g. restorative justice and treatment courts)
- Review changes due to COVID and public safety

4. Sex offenders

Goals:

- a. Examine the effectiveness of the special sentence
- b. Examine technical violations
- c. Examine the efficacy of sex offender residency restrictions
- d. Support survivors / victims

Recommendations:

- Determine the effectiveness of the Special Sentence supervision and residency restrictions in reducing sex offenses
- Provide promising practices to support victims/survivors of sex offenses

The JAB has selected the JJAC to serve as the juvenile justice system subcommittee, required by §216A.137.2. The JJAC also completes a three-year plan that is submitted to the federal Office of Juvenile Justice and Delinquency Prevention (OJJDP).

Juvenile Justice Advisory Council (JJAC) 3-Year Plan

The JJAC is a federally-mandated state advisory group described in P.L. 93-415, Section 223(a)(3), and established through executive memorandum to oversee the administration of the federal Juvenile Justice and Delinquency Prevention Act (JJDPA) in Iowa. The federal law requires a 3-year juvenile justice plan.

Priority 1: Prevention and Intervention

- Goal 1: Identify programs, both inside and outside of Iowa, to determine which are leading models.
- Goal 2: Determine how to expand the successes of those programs identified as leading models, and assist with replicating effective programs in Iowa and across the country.
- Goal 3: In collaboration with the DMC Sub-Committee, enhance and expand Iowa's Pre-Charge Diversion (PCD) program.

Priority 2: Behavioral Health

- Goal 1: Determine the extent of screening and assessment for mental health, substance abuse, trauma, and family functioning by the juvenile justice system.
- Goal 2: Collect data on mental health, substance abuse, and family support resource utilization to analyze ongoing needs for services and to measure success for system involved youth.

Priority 3: Transition of Youth

- Goal 1: Extend the original jurisdiction of youth in the Juvenile Court System.
- Goal 2: Juvenile Court Maintains Exclusive Jurisdiction of All Juveniles.
- Goal 3: Standardize Juvenile Reentry Best Practices.

Priority 4: Gender Equity

- Goal 1: Make the experiences and needs of girls who are disproportionately represented in the juvenile justice system (i.e., black, native, and LGBTQ+ youth) central to all ongoing work.
- Goal 2: Establishment of a specialized setting(s) for serious, violent, and chronic offenders as well as systemic measures to reduce the need for such a setting as outlined in the recommendations of the "Serious, Violent and Chronic Juvenile Female Offenders" report.
- Goal 3: Fill the gaps and improve the quality in the continuum of care for girls in both residential and community-based service settings with well-defined options that allow for differential responses based on culture, risk level, development and needs.

The JAB and JJAC 3-year plans have common priorities and goals (racial justice, mental health, and juveniles prosecuted in adult court). The JAB and JJAC will work together to accomplish these common goals.

The JAB and JJAC recognizes that to achieve the identified goals and recommendations will require coordinated efforts from all three branches of government. The JAB and CJJP staff will partner with policy makers and assist in implementing the recommendations.

Standardized Program Evaluation Protocol™

The Standardized Program Evaluation Protocol™ (SPEP) is a standardized method of evaluating juvenile justice services. Providers who participate are given an assessment of the current quality of services and recommendations for improvements that, if executed, will bring their service more in line with what the research has demonstrated to be optimal for recidivism reduction.

SPEP is being utilized for juvenile justice funding administered by CJJP. This sort of targeting or evaluation has been part of the ongoing discussion concerning how to make the SPEP as viable, widespread and sustainable as possible with limited resources.

Statewide Comprehensive Juvenile Reentry System (JReS)

JReS is in the process of standardize a statewide structure for youth in the juvenile justice system returning from placement to their family and community.

A diverse, state-level, Juvenile Reentry Task Force is continuing state-level implementation of a juvenile reentry process seeking recidivism reductions for youth involved in the juvenile justice system and increases in positive outcomes, such as school achievement, job readiness, obtaining jobs, connecting to career pathways and, community connectedness.

The goal is to connect individuals into career pathways and support systems reducing recidivism and expanding access in obtaining financial independence through competitive, integrated employment.

The navigators will partner with businesses and other employers, community services, family, and the juvenile court services to ensure the youth have training on job exploration, workplace readiness, and necessary training for specific career paths. The navigators will begin the planning for the transition while the youth is still in the facility. The planning will assess the eligibility of services for youth, create an individualized plan for employment and identify community services and supports.

Juvenile Reentry Navigators

Partnership between JReS and the Iowa Division of Rehabilitation Services (IVRS) creating three pilot positions to provide services for youth with disabilities involved in the juvenile justice system. A navigator will serve in each of the following areas: 5th Judicial District (Polk County – Central Iowa); 6th Judicial District (Cedar Rapids / Iowa City); and State Training School.

Expectations of the Navigators include:

- Improving transition and community integration as youth return to the community by implementing each youth's individualized transition plan
- Connecting youth to career pathways and support systems in the community
- Reduction of recidivism by youth participants, by expanding access in obtaining financial independence through competitive integrated employment

The goal is to connect individuals into career pathways and support systems reducing recidivism and expanding access in obtaining financial independence through competitive, integrated employment.

The navigators partner with businesses and other employers, community services, family, and the juvenile court services to ensure the youth have training on job exploration, workplace readiness, and necessary training for specific career paths. The navigators will begin the planning for the transition while the youth is still in the facility. The planning will assess the eligibility of

services for youth, create an individualized plan for employment and identify community services and supports.

The navigators will support and strengthen the JReS major components:

- Comprehensive assessment to identify and prioritize issues and needs for the court to match system services to help the youth and family;
- Youth-led planning to prepare youth for return to their family, community, and school;
- Standardized family engagement and case management strategies; and
- Connection of youth to multiple supports while in and upon return from placement.

Positive Youth Development (PYD)

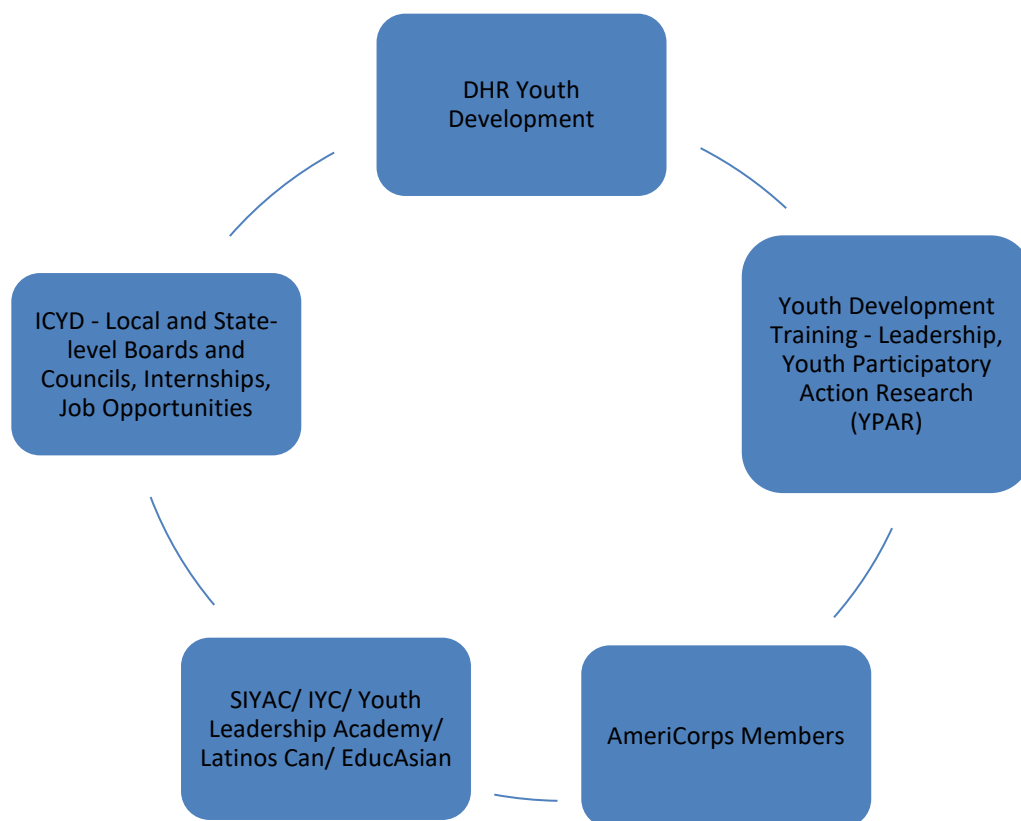
DHR is the lead agency for several councils and commissions seeking to improve the well-being of Iowa youth, which include:

- Iowa Collaboration for Youth Development Council (ICYD)
- Juvenile Justice Advisory Council (JJAC)
- Juvenile Reentry Task Force
- 7 offices/commissions that celebrate and serve diverse populations
 - Native Americans
 - African Americans
 - Status of Women
 - Asian and Pacific Islanders
 - Latinos
 - Persons with Disabilities
 - Deaf Services

Additionally, DHR oversees several youth development and authentic youth engagement programs and initiatives, including:

- State of Iowa Youth Advisory Council (SIYAC)
- Youth Justice Council, subcommittee of the Juvenile Justice Advisory Council (JJAC)
- Iowa Youth Congress (IYC)
- National Youth in Transition Database Ambassadors
- Youth Action Squad (YAS)

Diverse youth are recruited to participate, including youth with lived experience. The graphic below shows a cycle of training of youth and state agency staff on positive youth development and strategies for authentic youth engagement. In addition, AmeriCorps members provide support for the youth and state agencies as youth are provided opportunities to serve on youth councils, and with this experience additional state-level opportunities become available.



Iowans benefit when all youth are engaged and contributing in their communities. Experiences and connections children and youth have growing up affect their success in school, in work, and in life.

The Iowa Collaboration for Youth Development (ICYD) Council is a network of 12 state entities with the vision that *“All Iowa youth will be safe, healthy, successful, and prepared for adulthood.”*

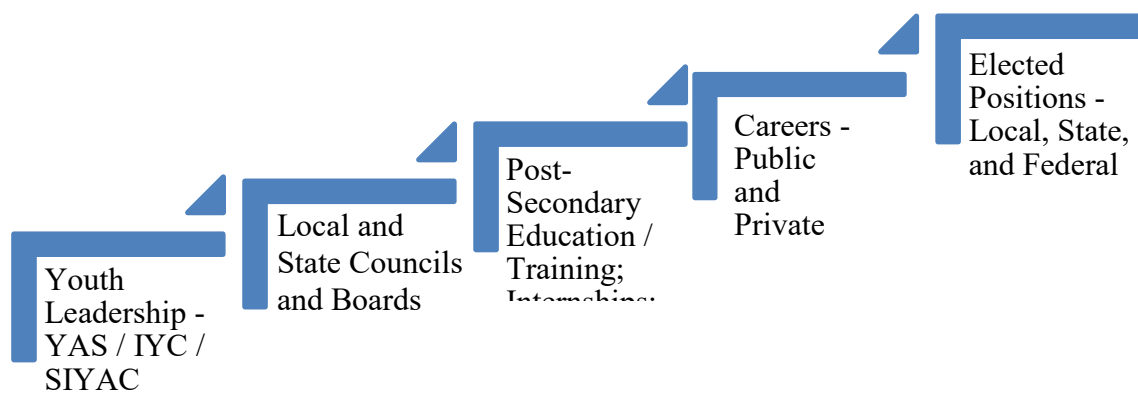
ICYD Council Member Agencies	
Child Advocacy Board	Early Childhood Iowa
Commission on Volunteer Service	Iowa Workforce Development
Department of Education	Juvenile Court Services
Department of Human Rights	Office of Drug Control Policy
Department of Human Services	State of Iowa Youth Advisory Council
Department of Public Health	4 H Youth Development ISU Extension

The ICYD Council oversees the activities of the State of Iowa Youth Advisory Council (SIYAC) and has sought input from these youth leaders in the development of more effective policies, practices, programs. SIYAC consists of youth between 14 to 21 years of age who reside in Iowa.

The ICYD Council is embarking on new strategies to incorporate authentic youth engagement (AYE) into state-level policy and practice. This has started with the development of the two Youth Action Squads (YAS) that focused on racial justice and COVID-19 effects. The separate groups of 25 youth (14-24 years of age) received structured training, coaching, and education that has provided them with the skills and opportunities to successfully advocate on local, state, and national issues. The 10-session process (weekly 2-hour Zoom meetings) encompassing 18 weeks (due to holiday breaks and scheduled time for action plan development), provided topical training on positive youth development and brain development, advocacy, leadership, and Youth Participatory Action Research. In addition, expert panels provided specific information on the issues.

Below is a pathway that includes existing opportunities (in bold and italics) along with some planned, and allowing for future development of additional ideas.

IOWA'S YOUTH OPPORTUNITY PATHWAY



The DHR and ICYD Council will lead the PYD and AYE implementation and coordinate the trainings of youth and state agency staff, and be the clearinghouse for information and resources. The following strategies will be implemented:

- Training and technical assistance for ICYD Council agencies on PYD and AYE that will lead to authentic youth voice in policy making and decisions.
- Identify additional opportunities for youth and ensure youth have access to be engaged with government agencies. ICYD Council will create / enhance a clearinghouse of opportunities, and provide guidance on connecting youth with appropriate opportunities to become leaders and decision-makers.
- Provide youth training on advocacy and leadership skills, along with learning Youth Participatory Action Research (YPAR) and a continuous quality improvement (CQI) process.
- Intentionally recruit diverse youth to participate in all activities.
- Identify and highlight current youth engagement activities in state agencies.
- Local service agencies and community entities will be encouraged to implement PYD and AYE approaches.

Racial and Ethnic Disparities

CJJP has adopted the following statement from the Council of State Governments Justice Center, issued following George Floyd's death:

We have not done enough to advance racial equality through our work, and we will do more.

CJJP has released a report – Racial Disparities-An Analysis of Three Decision Points in Iowa's Juvenile Justice System.³ The data in the report show that in Iowa, Black youth (under 18) are more than 6 times more likely to be referred to juvenile court services than White youth, are disproportionately:

- Pulled into the juvenile justice system for minor first-time offenses
- Incarcerated for probation violations
- Prosecuted as adults

The report provides recommendations and solutions to lessen these disparities and hold youth accountable, while improving positive outcomes for all youth. These systemic changes require multiple agencies to have active roles in working together to make the improvements.

CJJP will collaborate with agencies in the justice system and policy makers in all three branches of government to implement the necessary system changes.

The recommendations are based on national research, data analysis in Iowa's criminal and juvenile justice systems. In addition, the Juvenile Justice Advisory Council (JJAC) and Justice Advisory Board (JAB) are continuing to study disparities.

Trainings

Family and Youth Engagement Summit

CJJP partnered with various entities from the Judicial Branch including Juvenile Court Services and Iowa Children's Justice to host the inaugural Youth and Family Engagement Summit in July 2021 and August 2022. During these events, more than 300 people participated. Participants included community-based youth development organizations, juvenile court personnel, judges, school personnel, and other stakeholders were engaged in learning about the experiences of older youth in Iowa's foster care and juvenile justice systems. As a result of the events, participants were provided tools and resources from national and statewide experts about best practices in youth and family engagement. Multi-disciplinary teams from Iowa's eight judicial districts participated in guided discussions to develop a collective vision, goals, and strategies for fostering youth and family engagement. Feedback overall from participants was very positive about the events as it deepened their knowledge of youth and family engagement practices and allowed for meaningful collaborations with other practitioners from across Iowa.

Mitigating Gender and Racial Bias

The JJAC hosted this 2-day training in June 2021 for 30 participants, who were juvenile court personnel and other youth serving staff. Participants across all youth-serving sectors learned foundational principles for inclusive and expansive culturally responsive programming. The training provides knowledge and skill-building to promote healthy youth development, and empathy for youth of color and LGBTQ+ identities. Content and activities provided ideas to reduce

³ <https://humanrights.iowa.gov/cjip>

gender and racial bias and to build resilience and effectiveness within organizational culture and youth services.

Young People in Data and Decision-Making

The Iowa Collaboration for Youth Development (ICYD) is a participating entity in an Action Cohort which is creating pathways for underrepresented youth to influence policy by generating youth-led research. The ICYD will be recruiting and training diverse youth to participate in Youth Participatory Action Research (YPAR). The ICYD will provide the support the youth teams require to develop research methods on selected issues. This training will enhance the Youth Opportunity Pathway.

Budget



State Fiscal Year 2022 Actual Expenditures

	Source of Funding			Final SFY2022 Expenditures
	State	Federal	Other	
Criminal and Juvenile Justice Division				
Criminal and Juvenile Justice Appropriation	1,280,367		38,206	1,318,573
CJJP Single Grant Program (JSPG)	68,537			68,537
Juvenile District Transfers (JDTR)			481,839	481,839
NCPC Embedding Prevention (9110)			765	765
CJJP Miscellaneous grants (CJJM)			77,556	77,556
Delinquency Prevention Grant (DLNQ)			11,713	11,713
Gov. Traffic and Safety Bureau (GTSB)			29,297	29,297
Iowa Department of Human Services grants (IDHS)			4,837	4,837
Iowa Department of Corrections grants (IDOC)			2,738	2,738
Iowa Judicial Branch Grants (IJBG)				-
Iowa Voc Rehab Grants (IVRS)			112,726	112,726
Justice Research & Statistics Association (JRSA)				-
Juvenile Re-entry (JRSS)		205,047		205,047
National Youth Transition Database (NYTD)			112,577	112,577
Office of Drug Control Policy grants (ODCP)			115,861	115,861
PACT Grant (PACT)				-
Prison Rape Elimination Audit (PREJ)				-
Prison Research and Innovation Initiative (PRIN)			131,514	131,514
Iowa Statistical Analysis Center (SACG)		214,189		214,189
Strategic Prevention Framework Rx (SPRX)			15,682	15,682
Juvenile Justice Action Grants (JJAG)		241,330		241,330
Juvenile Justice Advisory Council (JJAC)		22,273		22,273
Justice Data Warehouse	287,379			287,379
Criminal Juvenile Justice Information System	1,404,177			1,404,177
Subtotal	\$ 3,040,460	\$ 682,839	\$ 1,135,311	\$ 4,858,611
				-
Community Action Agencies				
Dept. of Energy Weatherization		6,824,728		6,824,728
Black Hills Utility			264,325	264,325
IP&I Utility			1,960,679	1,960,679
Mid American Energy Utility			1,470,208	1,470,208
Energy Assistance - LIHEAP		24,502,555		24,502,555
LIHEAP Cares Act		11,990		11,990
LIHEAP ARP Act		65,351,822		65,351,822
LIHEAP Water Acts		5,199,954		5,199,954
LIHEAP Misc			78,811	78,811
Unclaimed Utility Refunds				-
Home Energy Assistance Program		9,304,736		9,304,736
Community Services Block Grant		7,709,058		7,709,058
Community Services Block Grant Cares Act		3,179,021		3,179,021
Family Development and Self Sufficiency (FaDSS)		2,700,629	4,050,944	6,751,573
Family Development and Self Sufficiency (PEAF)		884,834		884,834
Mathmatica (FaDSS)			12,000	12,000
Subtotal	\$ -	\$ 125,669,327	\$ 7,836,967	\$ 133,506,293
				-
Community Advocacy and Services (CAS)				
Community Advocacy and Services Appropriation	851,665		5,000	856,665
CAS Training & Technology (\$'s from Prior FY)	64,757			64,757
CAS Misc Projects & Grants			40,392	40,392
Client Assistance Program		128,408		128,408
Subtotal	\$ 916,422	\$ 128,408	\$ 45,392	\$ 1,090,222
				-
Central Administration				
Central Administration Appropriation	189,071		673,945	863,016
CA Training & Technology (\$'s from Prior FY)	1,725			1,725
Subtotal	\$ 190,796	\$ -	\$ 673,945	\$ 864,741
				-
Department Totals	\$ 4,147,678	\$ 126,480,574	\$ 9,691,615	\$ 140,319,868

Connect with us!



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