Annual Report FY2017

IOWA DEPARTMENT OF HUMAN RIGHTS

Celebrating 30 years of improving lives

1987-2017

Department of Commerce. The administrator of the Division is to be known as the Superintendent of Credit Unions.)

S.F. 2175 (1986 Iowa Acts, Chapter 1249)

BY COMMITTEE ON STATE GOVERNMENT. This Act reorganizes state government. See the category Governmental Reorganization for a detailed explanation of the Act. It creates the following state departments: Agriculture and Land Stewardship, Commerce, Corrections, Cultural Affairs, Economic Development, Education, Elder Affairs, Employment Services, General Services, Human Resources, Human Rights, Inspections and Appeals, Management, Natural Resources, Personnel, Public Defense, Public Health, Public Safety, Revenue and Finance, and Transportation. It also changes the duties of the Executive Council and the Lieutenant Governor.

Summary of Senate File 2175 (1986); Effective July 1, 1987

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YEAR	MILESTONES
1987	DHR was created under Iowa Code Chapter 601K as an umbrella agency that consisted of several divisions which operated independently: Division of Spanish Speaking People; Division of Children, Youth and Families; Division of the Status of Women; Division of Persons with Disabilities, Division of Community Action Agencies, Division of Deaf Services; and Division for the Blind. (SF 2175, 1986 Iowa Acts, chapter 1249).
1988	Family Development and Self-Sufficiency (FaDSS) program was created to improve the lives of families at risk of long-term welfare dependency or family instability by creating opportunities for self-sufficiency.
1988	Division of Criminal & Juvenile Justice Planning was created by General Assembly to perform research, data and policy analysis, planning and grant administration.
1989	Division on the on Status of African Americans and the Commission on Status of African Americans was created by General Assembly (1989 Iowa Acts, chapter 1201, section 2).
1990	Commission on Community Action Agencies was created by General Assembly.
1993	Iowa Code Chapter 601K was transferred to Chapter 216A.
2001	The plan for a statewide integrated Criminal Justice Information System was initiated.
2001	The Justice Research and Statistics Association (JRSA) awarded the Division of Criminal & Juvenile Justice Planning a Certificate of Recognition for Technical Innovation for the Justice Data Warehouse.
2004	Commission of Asian & Pacific Islander Affairs created by the General Assembly (SF2188, March 31, 2004).
2008	Commission of Native American Affairs was created by the General Assembly (SF2400, May 12, 2008).
2009	Iowa Collaboration for Youth Development (ICYD) was codified in Iowa Code Chapter 216A.140 (previously formed in 1999 as an independent network).
2010	Public Safety Advisory Board was created by the General Assembly to provide them with an analysis of current and proposed criminal code provisions.
2010	DHR underwent a statutory reorganization (SF2088), which resulted in combining nine divisions into three major divisions: Community Action Agencies, Community Advocacy & Services, and Criminal & Juvenile Justice Planning. DHR Board was created.
2015	DHR launches new website.
2017	DHR celebrates 30th anniversary.

AGENCY OVERVIEW

In 1987, the Iowa Department of Human Rights (DHR) was created by bringing together previously separate advocacy organizations for women, children and families, disabled, poor, Spanish-speaking persons, and organizations providing services for blind and deaf persons; nearly all of which had operated independently.

In 2010, the department was reorganized, giving the agency three core functions: advocate for vulnerable Iowans; assist low-income individuals and families to achieve self-sufficiency; and carry out research, policy and data analysis in the areas of juvenile and criminal justice. The department has streamlined its administrative functions and budget processes to operate in a strategically cohesive manner. Today, the department serves a diverse array of residents who are considered under-represented, at risk, underserved, vulnerable, marginalized, or disadvantaged, such as women, justice-involved individuals, low-income families, youth, racial/ethnic minorities, persons with disabilities, and the deaf and hard of hearing community.

OUR 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.

OUR 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.

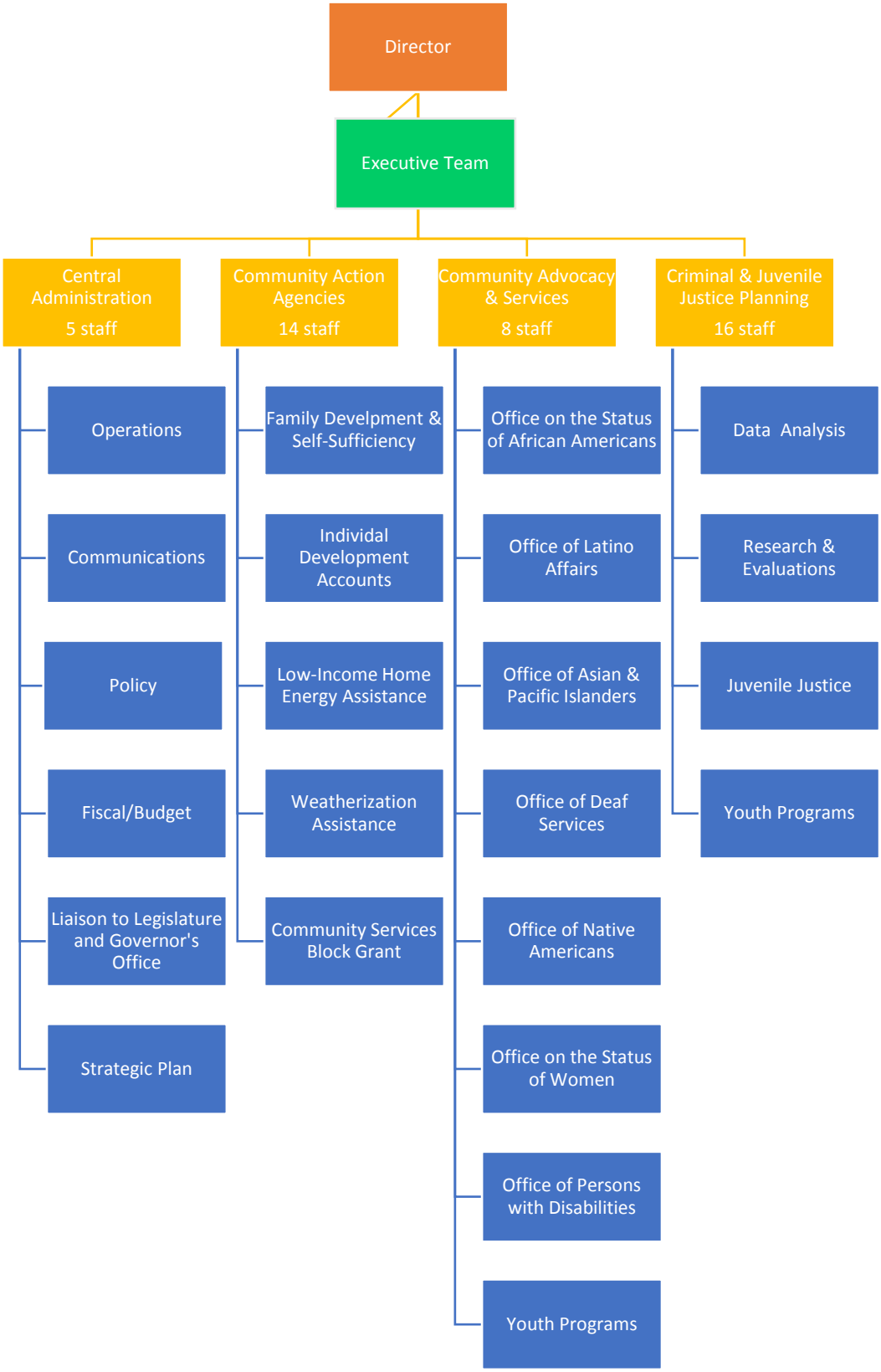
PURPOSE STATEMENT

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

I am pleased to submit the Iowa Department of Human Rights Annual Report for FY2017 as we commemorate 30 years of protecting human rights and improving the lives of Iowans. In order to build a better Iowa, it is important to understand who we are and who we are becoming, where we are and where we are heading.

Remember and Reflect

Looking over the past three decades, it is the policies, decisions, information, issues, strategies, staff, partnerships, and impact that define the department's work.

The milestones noted at the beginning of this report allow us to remember where we started, reflect on the progress we have made, and reaffirm our commitment to advancing human rights in Iowa. Remembering the past helps us understand its significance in shaping Iowa in the present and for the future. Iowans, on the whole, are experiencing stable employment, good schools, and a strong sense of community. However, in some communities, there remain levels of economic, educational and health disparities that stand in the way of progress. Our work is critical in these communities because it is designed to help all Iowans access the state's overall prosperity. In the course of our work, we encounter stories of tragedy and defeat that we transform into messages of hope. We harvest the powerful granularity of these tales of tenacity, courage, and grace and apply them to sculpt equitable and accessible systems that protect the vulnerable, empower self-sufficiency, and value and engage all Iowans.

Revise and Reaffirm

We have seen much progress as Iowa continues to undergo considerable economic, governmental, demographic, and social change. We are mindful of the need to acknowledge the stress of change while retaining our essential identity so that we can be nimble in achieving our mission. To achieve the maximum result, we must be tenacious in directing resources at the intersection of the greatest need and highest potential positive impact.

This report offers a summary of the activities for 2017 fiscal year, achievements, budget, and more. It underscores our commitment to promoting human rights—the right to basic necessities, adequate living conditions, work, education, equity, safety, and participation. To ensure the future of shared prosperity, we seek to close the gap on disparities and inequities in the economic, social, and criminal justice systems. We do this by increasing access to information, cultivating diversity and inclusion, helping families become self-sufficient, identifying and addressing criminal and juvenile justice issues, and promoting positive youth development.

Less tangible but perhaps the magic of our work lies in the caliber of the people involved in the work. Making meaningful impact requires ever deepening expertise. While informed by personal experience and deep connections to vulnerable communities, the depth of our knowledge is based on vigorous research, earnest study and judicious analysis. I want to thank our leadership team, staff, commissioners, board members, officials, and partners for their dedication and service in improving the lives of Iowans.

San Wong
Director

EXECUTIVE SUMMARY

The face of Iowa is changing. The population has grown in the past 30 years. The state is becoming increasingly diverse in terms of socioeconomic status, age, language, citizenship status, gender, family structure, and disability status.

Demographic changes and community needs have important implications on our work, on policymakers, and on the community as a whole. Not one factor is causative or offers a solution, but proactively working to close these gaps is an important step toward sharing in Iowa's prosperity.

We have increased access to opportunity and reduced barriers to help underserved communities participate in Iowa's social, cultural, and economic life. The resulting impact positively affects intergenerational mobility. However, increasing opportunities alone will not improve the well-being of vulnerable Iowans. Because the challenges posed by barriers and exclusion are multifaceted, they are best addressed with multifaceted solutions. Our work has many dimensions, all of which work in synergy so that all Iowans can participate fully in society. Our top three priorities are: 1) increasing self-sufficiency, 2) increasing access to government, and 3) improving Iowa's criminal and juvenile justice system.

In tackling barriers and reducing disparities, we focus on improving the lives of underserved Iowans through empowerment, by helping them build the resources and skills that they need to exercise greater control over their own development and their community. Promoting opportunity is key.

This report shows how we helped Iowans become self-sufficient through access, civic engagement, policies and practices, reform, data collection, inclusion, research, innovation, partnerships, two-generation approaches, education and training, boards and commissions, energy assistance, and positive youth development.

We remain committed to use our convening power to galvanize all levels of government with philanthropic resources as well as financial and community partners. As we braid together our common interest areas into a mutually reinforcing set of strategies, we will bring about forward movement which result in new thinking and opportunities for positive change.

ADVOCATING FOR HUMAN RIGHTS

Income, opportunity, and social mobility are interrelated.

Economic and social conditions affect all aspects of society. A person's potential to succeed is often determined by the characteristics of their birth (gender, economic circumstances, ethnicity, place of birth, family background). These characteristics can limit access to opportunities and services, creating barriers to upward mobility. Vulnerable and marginalized groups are more likely to experience poverty; livelihood insecurity; low wages; poor health; incarceration; disconnectedness; limited access to education, knowledge and information; and low social achievement. Due to cultural and/or language barriers, New Iowans face additional challenges accessing good jobs and building long-term economic stability. Because of ex-offenders' criminal records or stigma, they struggle to find work, to secure safe, affordable housing, and to generally function in society. Youth are at risk of making poor choices and engaging in negative behavior. Unintended consequences of laws and policies need to be addressed by collaborating across communities, maintaining transparency, and encouraging dialogue. All of these issues are compounded when facing multiple barriers and a lack of social capital. These factors affect underserved Iowans' quest for self-sufficiency, as well as the prosperity of our state.

Barriers keep vulnerable Iowans from leading the kind of life that everyone values—one that is fair, just, and equitable. By leveling the playing field or offering everybody an equal start, we give Iowans a chance to realize their potential to contribute fully in society.

Our 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.

Human rights principles apply to all persons.
Access to opportunity affects these basic rights.

Access to opportunity is a critical foundation of human rights. Through the work of our three divisions, we connect Iowans to the necessary services, training, skill building, and community engagement for those facing the greatest barriers. We engage in pragmatic strategies that addresses deeply complicated, and often emotionally sensitive issues. More than a series of programs and services, they provide a framework for decisions that affect every facet of life at the individual, community, or state level.

INCREASING SELF-SUFFICIENCY

The Division of Community Action Agencies (DCAA) is responsible for the administration of federal and state programs operated through a statewide network of community action agencies and other community-based organizations designed to foster self-sufficiency of Iowa's low-income citizens. The Division's guiding principles include: Customer Focus, Results Orientation, Accountability, Collaboration, Empowerment, Data-based Decisions, and Strength-based Focus.

The Division works together with the nine-member DCAA Commission appointed by the Governor. The Family Development and Self-Sufficiency (FaDSS) program is governed by the FaDSS Council, as designated by Iowa Code. Both the Commission and Council include public and private sector members, including consumers, that help set agency direction.

Many low-income families struggle with paying for utilities, building assets, low-paying jobs, lack of education, limited economic resources, inadequate housing, unreliable transportation, and providing for their family. Sometimes they are forced to choose between paying for food, medical care, heat, and other expenses. Saving is more difficult because after paying for basic necessities, they don't have much left. Financial instability can cause stress on families and affects children's ability to grow into successful adults.

While the median Iowa household income increased by 1.9%, and poverty was reduced from 12.2% in 2015 to 11.8% in 2016, 356,000 Iowans live below the poverty line. DCAA continues to address gaps, create opportunity, and reduce poverty by helping thousands of Iowans move towards economic self-sufficiency.

Community Action Agencies

Iowa's community action agencies provide the following programs and services to help low-income Iowans:

- Remove obstacles and solve problems that block the achievement of self-sufficiency
- 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
- Help Iowans stay safe, warm, and in their homes with affordable housing, and energy assistance efficiency programs
- Prepare Iowans for employment and advancement through education and workforce training
- Strengthen households by providing access to services in the areas of mental health, domestic violence, substance abuse, and financial literacy

The Bureau of Community Services administers two key self-sufficiency programs:

1. Family Development and Self-Sufficiency Grant (FaDSS)
2. Community Services Block Grant (CSBG)

Family Development and Self-Sufficiency (FaDSS)

The Bureau administers the Family Development and Self-Sufficiency (FaDSS) program that serves Iowa families who receive Family Investment Program (FIP) assistance and are at risk of long-term economic and family instability. This evidence-based model provided comprehensive services through certified Family Development Specialists to 3,027 Iowa families.

Results show that FaDSS families make substantial progress in a variety of self-sufficiency measures such as increased wages, education, job training, housing, and mental health counseling, and stay off welfare longer than non-FaDSS families.

FY2017 Selected Outcomes –Family Development and Self-Sufficiency Program (FaDSS)

Increased Employment and Income

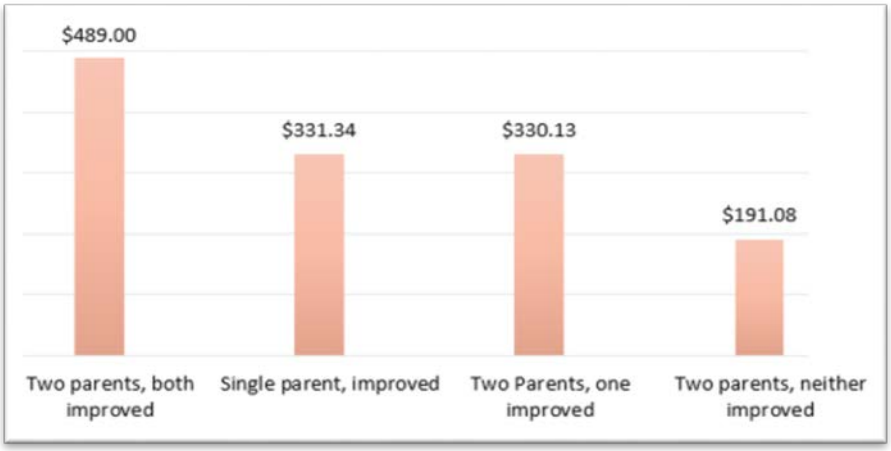
- Families that improved their level of employment had an average monthly family income of $1,670 at program exit. This is an increase of $1,052.
- Nine hundred and twenty-eight families that exited the program in FY2017 were involved in activities designed to increase work preparedness skills. These activities, provided by FaDSS, include resume writing, mock interviews, and assistance with completing job applications.

Decreased Family Investment Program (FIP) Payments

- Families not employed at program enrollment that secured full-time employment at exit had a 71% decrease or $265 in FIP monthly benefits.

Increased Education

- Eighty-seven adults that exited the FaDSS program achieved a change in their education status.
- Impact of changes in educational attainment on monthly family income:



Increased Access to Services and Treatment - Domestic Violence

- Two hundred FaDSS families that exited the program had experienced domestic violence.
- Ninety-two percent of those families accessed necessary and appropriate assistance. The FaDSS program assisted 67 percent of the families with access to domestic violence assistance.

Increased Access to Services and Treatment - Mental Health

- Five hundred and ninety-nine adults that exited the program had a substantiated mental health issue.
- Ninety-one percent of adults with a mental health barrier accessed treatment. The FaDSS program assisted 69% of the adults with gaining access to treatment.

Increased Access to Treatment – Substance Abuse

- Two hundred and sixty-five adults that exited the program had a substantiated substance abuse issue.
- Ninety-one percent of adults with a substance abuse barrier accessed treatment. The FaDSS program assisted 41% of the adults with gaining access to treatment.

SUCCESS STORY

"Jessica", a single mom, enrolled in the FaDSS program in July 2016. She was unemployed, lacked child care, transportation and appropriate housing. With the assistance of the FaDSS program, she applied for Housing Assistance and moved into her own apartment in May 2017. With the support of her FaDSS worker, she completed Certified Nursing Assistant (CNA) classes at the local college and obtained her CNA license and her Certified Medical Assistance (CMA) certificate. FaDSS provided her with job leads that resulted in a stable full-time job. "Jessica" has received three raises since beginning this employment.

FaDSS was also able to advocate for and assist her throughout the process of applying for a vehicle from a car ministry. Through this support and her own determination, "Jessica" received a free vehicle in June 2017. "Jessica" has successfully completed her time with the FaDSS program and staff are happy to report that she continues to work on her goals and is enrolled in the nursing program at a community college.

Legislative Day, State Capitol

Community Services Block Grant (CSBG)

The federal Community Services Block Grant (CSBG**)** provides support for Iowa's 17 community action agencies to create, coordinate, and deliver a wide variety of programs and services to low-income Iowans, including health, education, housing, employment, nutrition, emergency services, community linkages, and other self-sufficiency efforts. These are locally-governed, locally-driven organizations.

In Federal Fiscal Year (FFY) 2016:

- Iowa's community action agencies served over 299,000 individuals.
- Local agencies attracted more than 14,000 volunteers who contributed more than 388,000 volunteer hours to their communities during the year.
- Agencies in Iowa partnered with over 5,400 other community organizations, including education, business, non-profit, and faith-based, to provide an array of programs and to improve their communities.

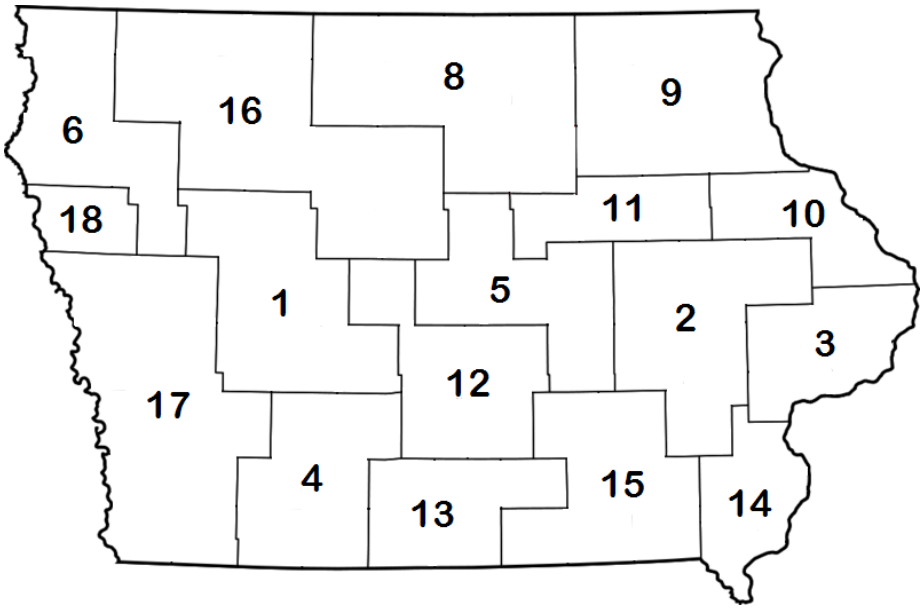
ORGANIZATIONAL EXCELLENCE

The DCAA began formal monitoring and measuring of the implementation of comprehensive new Organizational Standards by Iowa's community action agencies in FY2017.

The Organizational Standards are designed to promote high performing and accountable community action agencies in Iowa. Categories for standards include fiscal operations, human resources, board governance, organizational leadership, com-munity engagement, consumer input, customer satisfaction, strategic planning, and data analysis.

Iowa was recognized as one of only a few states that demonstrated 100% compliance with the standards by all agencies in our state.

Location of Iowa Community Action Agencies



Key# to Map	Community Action Agency	No. of Individuals Served	No. of Households Served
1.	New Opportunities	10,242	4,174
2.	Hawkeye Area Community Action (HACAP)	45,637	16,419
3.	Community Action of Eastern Iowa	22,588	8,886
4.	Matura Action Corporation	9,209	3,501
5.	Mid-Iowa Community Action (MICA)	25,413	9,045
6.	Mid-Sioux Opportunity	9,059	3,324
8.	North Iowa Community Action Organization	9,257	4,437
9.	Northeast Iowa Community Action Corporation	11,117	4,685
10.	Operation New View Community Action Agency	13,619	5,320
11.	Operation Threshold	15,699	6,462
12.	IMPACT Community Action Partnership	37,812	15,616
13.	South Central Iowa Community Action Program (SCICAP)	5,571	2,319
14.	Community Action of Southeast Iowa	16,132	6,625
15.	Sieda Community Action	16,958	7,079
16.	Upper Des Moines Opportunity (UDMO)	19,388	7,891
17.	West Central Community Action (WCCA)	16,361	6,927
18.	Community Action Agency of Siouxland	15,243	5,230
	TOTAL	299,305	117,940

Two-Generation Initiative

The Division of Community Action Agencies' Family Development and Self-Sufficiency (FaDSS) program was selected by the U.S. Department of Health and Human Services Administration for Children and Families to participate in a national Community of Learning on Two-Generation Strategies.

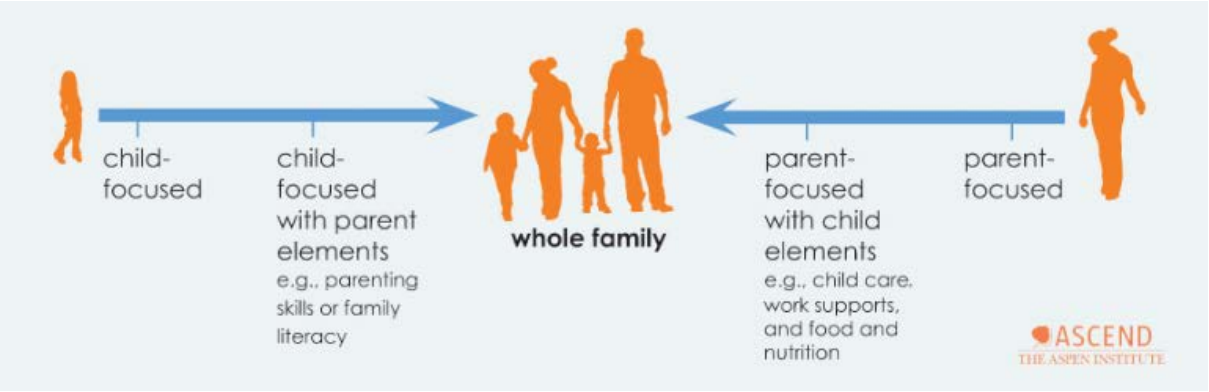
This year-long initiative is designed to assist states in developing innovative and effective strategies for serving families that consider the needs of parents and children together. Recent research confirms the critical role parents play in their children's healthy development, and that a child's success is closely tied to the parents' capacity to overcome barriers. The aim of Two-Generation (2Gen) approaches is to improve both family stability and self-sufficiency, while ensuring their children high quality education, child care and health services.

Iowa's 2Gen initiative involves the strategic alignment of the core state agencies that partner to provide services to families participating in the FaDSS program to identify systems changes that will result in improved outcomes for Iowa families. A 2Gen Core Team of DHR, Department of Human Services, and Iowa Workforce Development staff has been established, along with a steering committee of a wider set of stakeholders, both public and private, to help guide the initiative.

The initiative has identified strategic goals that include building awareness of 2Gen concepts with key partners, developing a pilot project to test new integrated 2Gen strategies through the FaDSS program, and ultimately, policy and legislative recommendations for the adoption of proven 2Gen approaches for serving families.

The federal Community of Learning provides technical assistance and support for Iowa's initiative for one year.

Two-generation approaches can be found along a continuum. This graphic illustrates the starting point (parent or child) and the relative emphasis. Whole-family approaches focus equally and intentionally on services and opportunities for the parent and the child. Child-parent approaches focus first or primarily on the child but are moving toward a two-generation approach and also include services and opportunities for the parent. Parent-child approaches focus first or primarily on the parent but are moving toward a two-generation approach and also include services and opportunities for children:[1]



[1] Ascend at the Aspen Institute. http://ascend.aspeninstitute.org/pages/the-two-generation-approach

LOW INCOME/ HIGH ENERGY

Low-income families pay a high proportion of household income for home energy, particularly if they live in older homes or have inefficient heating systems.

Non-low-income households spend 2.7% of their income on natural gas.

Low-income households spend 8.8% (about 3 times more).

Households at the lower income levels commonly spend 20-30% of their annual income on energy.

Energy Efficiency & Safety

Energy costs can be an unaffordable financial burden on economically challenged families.

Oftentimes, families use unsafe heating methods like stoves or space heaters, or turn down heat to unsafe temperatures. Families who face higher energy burdens experience many negative effects on their health and well-being, often times forced to make dire choices of sacrificing food, medical care, rent/mortgage payments, or other basic necessities; or risk having their electricity cut off. They can experience increased economic hardship and difficulty in moving out of poverty.

There is a critical need for energy efficiency programs to keep homes at safe temperatures and to make energy bills more affordable. DCAA administers two programs that assist eligible low-income households with heating and cooling energy costs and weatherization to improve energy efficiency of their homes:

1) Low-Income Home Energy Assistance Program (LIHEAP)

2) Weatherization Assistance Program (WAP)

Both Weatherization and LIHEAP in Iowa are rated among the best-administered in the country. Benefits of the energy programs go beyond providing financial savings. They play a crucial role in maintaining family stability and improving health outcomes for vulnerable populations. It enables elderly citizens to live independently and ensures that young children have safe, warm homes to live in.

Low-Income Home Energy Assistance Program (LIHEAP)

The Bureau of Energy Assistance 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.

The program utilized $53.7 million in federal funds to provide assistance to 80,101 Iowa households in FY2017, providing an average one-time benefit of $445 per household. Nearly 34% of all households served had an elderly resident, and more than 50% had a member with a disability. Over 95% of LIHEAP recipients are NOT receiving Temporary Assistance for Needy Families (TANF) benefits. Benefits are weighted to targeted households, including the elderly, disabled, working poor and households with children under six years of age.

LIHEAP has two additional components: Assessment and Resolution and Emergency Crisis Intervention Program (ECIP). The Assessment and Resolution component includes energy conservation education, referral to outside services, budget counseling, and vendor negotiation. The ECIP component provides immediate assistance to alleviate life-threatening situations, including repair of a furnace or heating system, obtaining temporary shelter, purchase of blankets and/or heaters, and emergency fuel deliveries.

Weatherization Assistance Program (WAP)

The Bureau of Weatherization administers the federal Low-Income Weatherization Assistance Program (WAP), the nation's largest residential energy efficiency program. The program reduces energy costs for low-income persons, particularly the elderly, disabled, and families with children by improving the energy efficiency of their homes and ensuring their health and safety.

- Approximately 30% of the households served included at least one elderly person, 32% included at least one person with a disability, and 21% included young children.
- The Weatherization Assistance Program served 1,451 households in Program Year 2016.
- The program provided an estimated average of $293 in annual savings per home in Contract Year 2015.

The program also conducts a health and safety check on every home weatherized, including inspection of all combustion appliances, possible health and safety problems such as mold and unsafe electrical wiring, and carbon monoxide and smoke detectors. Health and safety risks are mitigated in over 50% of homes.

The Weatherization Assistance Program in Iowa continues to implement stringent new Department of Energy requirements for the certification of program quality control inspectors for every local WAP provider.

Working Side-By-Side

366,272 residential accounts past due
(8% increase over a year)

$52.2 million owed
(27% increase over a year)

June 2017

Low-Income Heating Assistance Program (LIHEAP)

The Low-Income Home Energy Assistance Program is designed to help eligible low-income Iowa households in the payment of a portion of their non-business residential heating costs for the winter heating season.

Weatherization Assistance Program (WAP)

The Weatherization Assistance Program is a low-income energy efficiency program administered by the Department of Energy. Its purpose is to make the homes of low-income clients more energy efficient, thereby reducing the households' energy bills.

WORKING IN PARTNERSHIP

LIHEAP

Bill payment assistance.

Energy crisis assistance.

Weatherization and energy-related home repairs.

In FFY 2017, 80,101 households received LIHEAP benefits.

The average payment was $445 per household.

Household characteristics:
- Elderly 34%
- Disabled 50%
- Young children 20%

Funding:
$53.7M federal block grant, US Dept of Health & Human Services (15% transferred to WAP)

WAP

Improves the energy efficiency of low-income homes using the most advanced technologies and testing protocols

In Program Year 2016, 1,451 homes were weatherized.

In Program Year 2015, the annual savings per home weatherized was $293.

Household characteristics:
- Elderly 30%
- Disabled 32%
- Young children 21%

Funding Program Year 2016:
$4.59M US Dept of Energy
$7.96M LIHEAP
$6.42M Utility Companies

BENEFITS

- Improves comfort, health, and safety of homes and families
- Lowers energy burden for vulnerable families
- Reduces energy uses through education
- Improves home's durability and value
- Provides long-term financial relief
- Energy conservation reduces nation's dependence on foreign oil
- Reduces carbon emissions and other pollutants

INCREASING ACCESS TO GOVERNMENT

Iowa's Latino population as of July 1, 2016, was 182,606, making up the state's largest race/ethnic group. The number of Iowans who speak Chinese was 14,037 in 2015. The number of Iowans with disabilities was 368,036 in 2015. This sample reflects the growing diversity in our state.

Since FY2016, the Community Advocacy and Services Division has increasingly sharpened its focus on delivering specific, results-oriented solutions for Iowa's underserved populations. There has been an increased number of requests for technical assistance and direct assistance on the topics of healthcare, immigration, language/communication access and family leave.

Many individual clients who reach out to our office have exhausted other avenues to meet their needs, and/or lack the understanding of how to navigate complicated government structures. While staff generally makes referrals to the appropriate service providers, who provide the actual end-service, clients with layered and complex needs frequently require a "way-finder" to identify and navigate those services. Although we work to improve accessibility and opportunities at the system level, providing direct services at the individual level helps us identify and address gaps and inefficiencies in the system.

Comprised of the Offices of Native American Affairs, Status of African Americans, Asian and Pacific Islander Affairs, Latino Affairs, Deaf Services, Persons with Disabilities and Status of Women, the Division works collaboratively with its corresponding Commissions to help Iowa become more equitable, just, accessible and inclusive. To achieve this goal, the Division concentrates on four key areas of need:

1) Access to Government
2) Civic Engagement
3) Community Engagement
4) Youth Leadership

DHR strengthens underserved communities by building an environment where all voices are heard, considered and welcomed. By maximizing access, leadership, and connectivity, we help people find their voice. By enabling participation and the opportunity to influence the decisions that affect their lives and their community, we build the factors for success.

We expose people to opportunities that help them succeed in education, in civic life, and in career choices. We equip them with information, leadership skills, tools, and resources for a successful transition into adulthood. We identify and address issues that have a deep impact on present and future generations.

Improving Access to Government – helping with navigation for those who need access to government services; assisting state and local agencies to meet the needs of Iowans.

In FY2017, CAS staff assisted nearly 2,300 individuals, and more than 195 public organizations, to meet their needs or to provide technical assistance for organizations seeking better ways to serve clients and comply with legal requirements. Our typical assistance requests

are complex, requiring staff to provide multi-faceted supports in making connections to resolve their issues or answer questions.

As we have navigated change within the Office of Deaf Services, our attention has focused on ensuring seamless staff connections with those organizations serving Deaf and Hard of Hearing Iowans. To achieve this goal, DHR has:

- Presented at Deaf Day at the Capitol and participated in an open forum regarding future programming.

- Reinforced connections with the Employers Disability Resource Network, which is a collaborative group of state, federal and community partners that who work together to mobilize resources, supports and services that add value to Iowa businesses in hiring people with disabilities and who are Deaf.

- Enhanced its participation in the Dual Party Relay Council with the Iowa Utilities Board; this council deals with issues related to technology and communication for Deaf and Hard of Hearing.

- Facilitated discussions with Deaf Services Commissioners and the Legislative Services Agency regarding communication access at the State Capitol.

- Served on the State Workforce Development Board's Disability Access Committee to provide guidance to and monitoring efforts of the Local Disability Access Committees in each of the 15 Iowa Workforce Development regions. The focus of our work is to ensure equal access to facilities and programs for individuals with disabilities or who are Deaf.

CAS also created an employee engagement/diversity and inclusion program that will be available to be delivered to state and local agencies at the beginning of calendar year 2018.

Increasing Civic Engagement and Participation – building capacity for people to become agents of change in their communities.

In FY2017, CAS delivered self-advocacy training to approximately 1,200 Iowans in more than 35 settings, educating groups and individuals about how to engage with legislators, how to participate on boards and commissions, and the rights and responsibilities of voting.

Voter Registration and Identification Requirements

Voter ID bill reinforces concerns

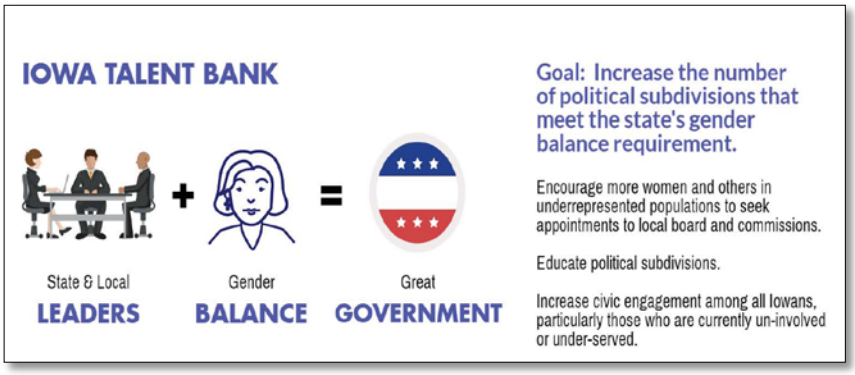
REKHA BASU

Opponents call bill a thinly veiled attempt to suppress minority votes

With the Commission on Asian and Pacific Islander Affairs, we are working to create a voter education process to assist those who may be impacted by the provisions of the new Voter ID Bill. The Iowa Secretary of State's Office has met with staff and commissioners several times to begin a dialogue regarding educational options and community needs.

Iowa Talent Bank

CAS is working with a steering committee, comprised of public and private sector members, to establish an interactive Talent Bank that will provide Iowans seeking to be more engaged in the civic process a tool to be matched with state and local opportunities.



Enhance Engagement with the Department of Human Rights in Our Communities – elevating issues, ideas, cultures and contributions to improve connections among all Iowans.

In FY2017 CAS streamlined its delivery of messages to the audiences we serve through improved use of new media. As a result we grew the number of people who were connected with information, resources and important community information from 3,500 to more than 15,000. By connecting with individuals, affinity groups and service providers throughout the state, we are able to amplify the messages important to the populations we serve, and build a strong base of knowledgeable people around the state.

The Division began a popular new blog called *DHR Speakout: Let's Talk Human Rights*. The blog can be received via a GovDelivery subscription or viewed on our web site at https://humanrights.iowa.gov/cas/blog. The purpose of the blog is for staff and others to introduce balanced, thoughtful ideas about Human Rights in Iowa.

CAS is continuing to deliver specialized information and education sessions to better equip Iowans to self-advocate and identify the right services to meet their needs. We are concentrating on two important methods - electronic media and building regional collaborations among existing local organizations – to deliver information.

Immigration

As issues of immigration have received increased attention nationally and throughout Iowa, many Iowans have sought a source of complete and accurate information about their rights and responsibilities around these issues.

Working in partnership with local organizations and attorneys, the DHR facilitated forums around the state to answer questions and provide information to interested parties.

Forums were held in Ames, Davenport, West Liberty, Columbus Junction, Muscatine, West Des Moines, Ottumwa, Cedar Rapids, Mt. Pleasant and in several locations in Des Moines.

Celebrations

Iowa has been celebrating Martin Luther King Jr. Day since 1989. This day is held the third Monday in January.

The annual State of Iowa celebration honoring the life and legacy of the Reverend Dr. Martin Luther King, Jr. is hosted by the Iowa Department of Human Rights' Office on the Status of African-Americans.

City of Des Moines Civil and Human Rights Commission Director, Joshua V. Barr, offered the keynote speech. Winning students of the Dr. Martin Luther King, Jr. Call 2 Serve Contest received awards. Alfreda Emery of Des Moines and Police Chief Mark Prosser of Storm Lake were recognized for individual achievement.

In celebration of 40 Years of the Office of Latino Affairs, the Commission and the Office hosted their First Annual Latino Resource Fair on April 8, 2017, in Des Moines.

More than 300 people attended; more than 50 businesses and organizations exhibited resources and provided educational sessions.

Iowa Women's Hall of Fame

The Iowa Department of Human Rights and the Iowa Commission on the Status of Women (ICSW) inducted four remarkable women into the Iowa Women's Hall of Fame. The FY2017 Hall of Fame honorees were:

- Grace Amemiya (Ames)—Nurse, Advocate for Peace and Justice
- Angela Connolly (Des Moines)—Polk County Supervisor, Central Iowa Leader
- Dr. Michele Devlin (Cedar Falls)—Professor, Public Health Advocate
- Viola Gibson (Formerly of Cedar Rapids; deceased)—Iowa Civil Rights Leader

The ICSW established the Iowa Women's Hall of Fame in 1975 to highlight women's heritage and recognize their important contributions to society. Each year the ICSW and the Governor welcome four women into the Hall of Fame, paying tribute to them and setting them forth as role models for others. As of FY2017, 168 women have been inducted into the Iowa Women's Hall of Fame.

Leadership Connections with Youth – creating resourcefulness and improving systems for youth through a focus on developing non-traditional leaders.

The Annie E. Casey Foundation 2017 Kids Count Report shows an increase in the past several years in the number of teens who are in school and working. In FY2017, CAS continued delivering programming for underserved youth that created exposure to leadership, volunteerism, community resources, career planning and integration. All youth who participated in programming were able to achieve their self-identified leadership goals; 95% of youth were assisted to apply for higher education; of those youth applying for higher education, more than 80% were admitted. Follow-up surveys from past years' participants determined that more than 90% of youth who were members of DHR's programming enrolled in a second semester of higher education.

Capitol Girls

This year's Capitol Girls' program attracted 60 young women from all regions of the state (last year's participation was 12) to the capitol on February 9. The program was revamped to:

- Give all participating girls the opportunity to meet with multiple female legislators and learn about the legislative process.
- Experience being in a "mock" legislative debate
- See first-hand how the legislature works
- Meet people in various careers associated with the legislature, including state agency staff, lobbyists and legislative staff

A highlight was to find a young woman who was a Capitol Girls participant last year, and who this year was in the Page program in the Iowa House. She spoke to the girls about her experiences just getting started examining the legislative process close-up.

Women's History Month Video Contest

To celebrate Women's History Month, DHR, with financial support from the Friends of the Iowa Commission on the Status of Women, held its 2nd Annual Women's History Month Video Contest. Entrants created an original 1-3 minute video examining how women (one or more women) in Iowa's history have impacted life in Iowa, the nation or the world today.

Winners were the Baxter Community School District "Time Travel News" depicting Carrie Chapman Catt's life, available at:

https://www.youtube.com/watch?v=RtCAFGLMVQg&feature=youtu.be) and Treynor High School "Corn Born" that celebrates the lives of Peggy Whitson and Mamie Eisenhower (available at: https://www.youtube.com/watch?v=m0uZVtuvXjU&feature=youtu.be).

Eleven videos were entered from schools throughout Iowa. They can all be viewed at: https://humanrights.iowa.gov/2017-womens-history-month-video-entries.

Youth Empowerment Program

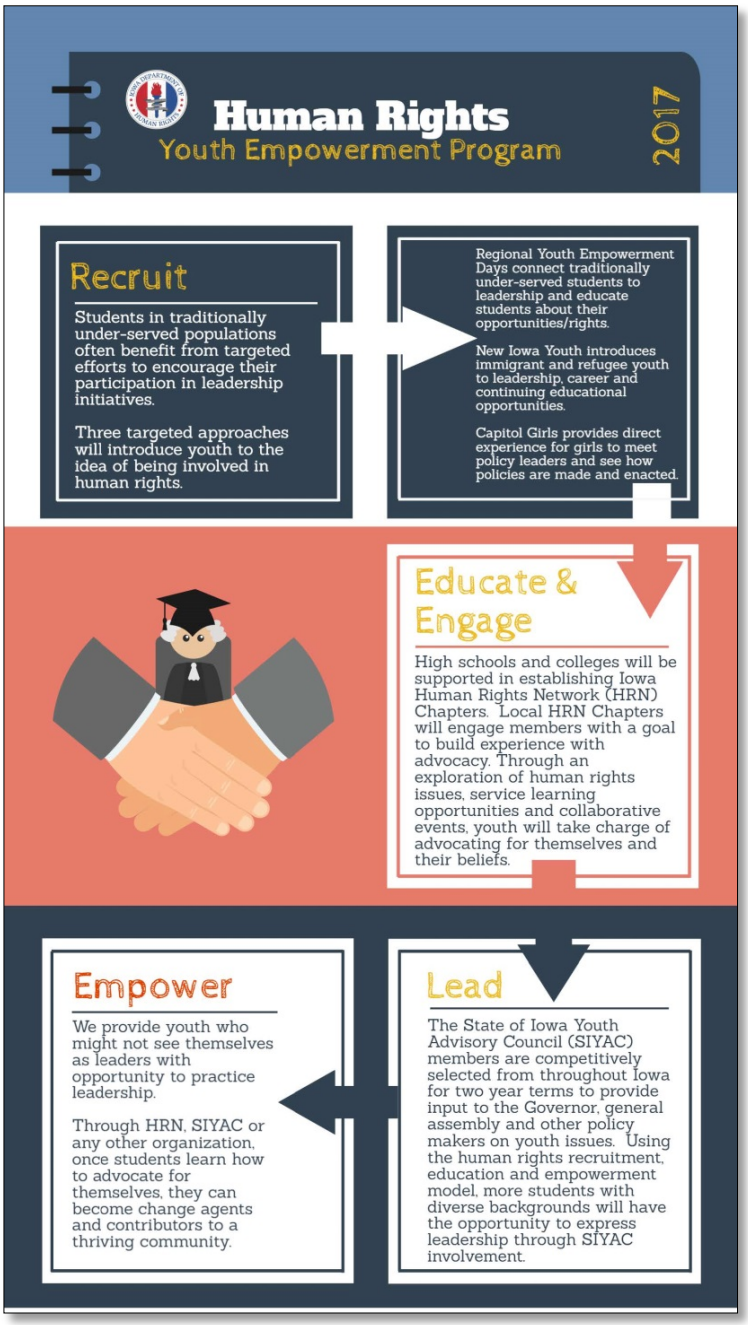
The Youth Leadership Forum (YLF) program provided leadership training for youth with disabilities, offering the opportunity to experience a college campus residential setting, and access to the resources necessary to set goals for independent living. The program was offered in conjunction with Vocational Rehabilitation and the Iowa Department for the Blind; both organizations are offering alternative programming to meet the needs of this target audience, although the Department of Human Rights no longer provides the program.

We have broadened our effort to re-focus the Department's youth programming, and to best use the experience gained from the delivery of the Youth Leadership Forum, by having our staff from Community Advocacy & Services and Criminal & Juvenile Justice Planning work across divisions to create a more comprehensive youth program.

The overall goal for the Youth Empowerment Program will be to recruit students who may not traditionally see themselves as leaders to explore leadership opportunities.

Some students may choose to initiate or join a local Human Rights Chapter to further their leadership skill building.

The intention is for this broader engagement to lead to increasingly diverse membership within the State of Iowa Youth Advisory Council (SIYAC) or in other youth leadership initiatives around the state.



IMPROVING THE CRIMINAL AND JUVENILE JUSTICE SYSTEM

The Division of Criminal and Juvenile Justice Planning (CJJP) works to improve Iowa's justice system at the state and local levels by addressing critical issues such as:

- reasonable sentences and alternatives to arrest and prison
- disproportionate impact on communities of color
- ensuring public safety
- reducing recidivism
- removing barriers to self-sufficiency and economic mobility
- cost-effectiveness of programs and policies
- reentry and transition back to the community
- juvenile justice system issues and positive development for young men and women

African Americans constitute 3.5% of the state's total population but make up 25.5% of the total prison population, according to the Iowa Data Center. Iowa improved from having the number one highest incarceration rate (2007) in the country for African Americans to the fourth highest (2016).[2] The Iowa Department of Corrections reported that in the past, there was as large disparity in recidivism rates between white and black offenders, but due to reentry efforts focused specifically on African-American offenders, recidivism rates for this group substantially declined. For the past four years, there was been no statistically significant difference in recidivism rates between non-Hispanic Whites and Blacks.

We continue to strengthen the justice system, which will promote shared prosperity for all Iowans, build trust between communities and law enforcement, foster greater opportunities, increase the appreciation for diversity, promote fairness, and keep our neighborhoods safe.

Iowa Youth Congress collaborated with legislators on implementing ways to decrease cellphone use while driving.

Photo credit: DSM Register. Governor Terry Branstad signs SF234 into law, making texting while driving a primary offense.

[2] http://www.sentencingproject.org/publications/color-of-justice-racial-and-ethnic-disparity-in-state-prisons/

CJJP Boards and Councils

The criminal justice system cannot deliver improved public safety without involvement from multi-disciplinary teams comprised of key stakeholders who are integrated into the process. Members of our collaborations and partnerships include representatives from the court system, law enforcement, corrections, schools, legislators and government agency officials, advocates, private providers, and community leaders who are experts in their field.

CJJP's councils and boards are staffed and maintained by CJJP. Providing staff support for these advisory bodies provide many opportunities for partnerships and cross-system collaborations with state agencies, the private sector, and community stakeholders, all experts with unique perspectives. Each council and board submits an annual report to the Governor's office and legislature. Each report contains thorough research, data analysis, and recommendations to improve the adult criminal and juvenile justice systems.

See Appendix A for a list and description of CJJP's councils and boards.

The Division of Criminal and Juvenile Justice Planning focuses on three distinct areas in the criminal and juvenile justice fields, each of which provides great value to our communities and policymakers:

1. Data Analysis
2. Justice System Research and Evaluations
3. Juvenile Justice System Improvement

Data Analysis

Data collection and research are vital to developing sound criminal justice practices and policies. The Division of Criminal and Juvenile Justice Planning collects, analyzes, publishes, and disseminates information to guide the administration of justice and system policy development.

The Division of Criminal and Juvenile Justice Planning is the Statistical Analysis Center for Iowa and is an independent and objective entity to ensure that research, planning, data collection, and information clearinghouse functions are neutral. Statutory provisions ensure that CJJP has access to relevant criminal justice-related data from state and local agencies. This access has given CJJP a unique capability to provide data and information system-related assistance across agencies and to study and report on Iowa's multi-faceted justice system from a neutral, objective position in state government.

Criminal Justice Information System (CJIS) Integration

Historically, criminal justice information systems have been developed in isolation, resulting in independent systems that may share many common data concepts without being able to effectively communicate. This can result in gaps, delays, and redundancies in the exchange and processing of crucial information. Iowa's Criminal Justice Information System (CJIS) Integration Project was created to meet the need for these systems to share information and work product in a timely, secure, accurate, and comprehensive manner.

CJIS uses a centralized computer system that meets or exceeds all federal and state security requirements that develops a seamless, real-time, electronic information sharing "system of systems" for members of the criminal justice community in Iowa. Sharing is accomplished without sacrificing the independence of criminal justice entities and without forcing them to incur costly upgrades to their distinct technological architectures.

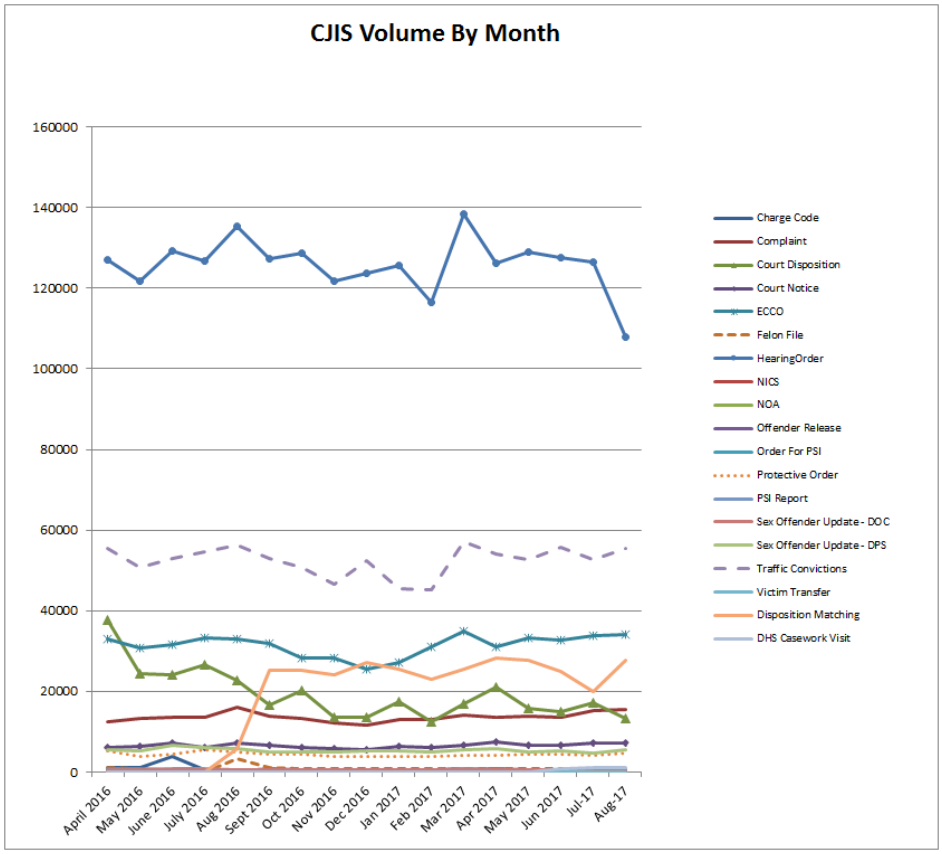
Every county in Iowa receives benefits from the CJIS system. The system has grown to include exchanges between the Judicial Branch, Department of Corrections, Department of Transportation, Department of Public Safety, Department of Natural Resources, Secretary of State, Attorney General, and county attorney offices in 53 Iowa counties. Recent efforts seek to expand CJIS to include the State Public Defender, Department of Human Services, and two additional branches of the Attorney General's Office.

In 2017, Governor Terry Branstad and Chief Justice Mark Cady signed an amended CJIS Memorandum of Understanding (MOU). The amendment allows criminal justice agencies to utilize CJIS for civil court information. An example of an exchange that is now possible is a sheriff's return of service. Sheriff departments serve individuals court filings for criminal and civil cases, however previously, the civil returns of service could not be filed through CJIS. The change in the MOU is allowing this specific exchange to be developed.

In a typical month, CJIS performs over 260,000 separate information exchanges between state, county, and local justice agencies that have come to rely on CJIS for their business practices in order to make their agencies more effective and efficient, and to better serve the public. CJIS allows agencies to share the following information in "real time":

- Traffic citations
- Presentence investigations
- Offender release updates
- ICON inquiries
- Criminal complaints
- Protective orders
- Notices of Appeal
- Sex offender registry updates.
- Hearing orders
- Court notices
- NICS background checks

The following is a chart and a graph demonstrating the monthly volume of exchanges for the different types of information, and the parties that send and receive the information.



Iowa Justice Data Warehouse Management and Response to Data Inquiries

The Iowa Justice Data Warehouse (JDW) is a central repository of key criminal and juvenile justice information from the Iowa Court Information System (ICIS), the Iowa Correctional Offender Network (ICON) system, the Iowa Department of Public Safety, the Department of Transportation, and the Department of Human Services. The JDW is managed by CJJP, with the overall mission to provide the judicial, legislative and executive branches of State Government, and other entities, with improved statistical and data support information pertaining to justice system activities.

With the multiple sources of criminal and juvenile justice data currently available in the JDW, CJJP responds to numerous requests to assist others at the local, state, and federal level, as well as the public. CJJP provides data to assist others in the study of justice system issues, to develop plans and recommendations for system improvements, and to assist state and local agencies and officials.

Easy Access to Adult Criminal Data (EZAACD), a web-based system, is available for the public to access multiple years of aggregate adult criminal court data, including information on the judicial district, county, age, sex, race of defendants, and charge details (level, type and subtype).

Correctional, Racial, and Fiscal Impact Statements

Iowa Code Section 2.56 provides that the Legislative Services Agency (LSA), in cooperation with the Division of Criminal and Juvenile Justice Planning, shall submit a correctional and minority impact statement which examines a proposed bill's impact on the correctional system.

During FY2017, CJJP prepared and provided 107 correctional and racial impact statements to LSA. CJJP also provides fiscal impact analysis to determine revenue costs for prospective bills.

Prison Population Forecast

The Division of Criminal and Juvenile Justice Planning collects and analyzes data to describe and project Iowa's prison population. Iowa Code Section 216A.137 requires CJJP to maintain an Iowa correctional policy project for the purpose of conducting analyses of major correctional issues affecting the criminal and juvenile justice system. As part of this project, CJJP annually submits a prison forecast report that analyzes current offender behaviors and system policies and practices to predict the growth of Iowa's prison population.

According to the 10-year forecast released in January 2016, Iowa's prison population is expected to increase from 8,188 inmates on June 30, 2015 to a projected 10,058 inmates by June 30, 2025. This result is a 23 percent increase over the 10-year period if current offender behaviors and justice system trends, policies, and practices continue.

Data Sharing Agreements

The Department of Education, Department of Human Services, Iowa Judicial Branch, Juvenile Court Services, and the Department of Human Rights have a signed memorandum of understanding to exchange data in accordance with Iowa Code Section 216A.138. The purpose of this sharing agreement is to track the progress of youth across multiple agencies to evaluate outcomes, and determine supports needed for high-needs students.

The multi-dimensions of our work play a vital role in protecting the well-being of our communities and improving the work of criminal justice practitioners. As a result, the information we provide:

- enhances public safety by providing criminal justice agencies with faster access to crucial up-to-date information;
- improves efficiency by reducing redundant data collection and paper-based processes;
- improves the quality of and access to information used for decision making; and
- expands the pool of statistical data available for officials in developing policies and practices.

Justice System Research and Evaluations

CJJP's research builds a body of knowledge that informs and influences criminal justice policy and practices. CJJP conducts research and evaluations for the respective boards and councils, and other state and local agencies. The research and evaluations are independent and ensure objectivity and integrity. This approach advances human rights and the well-being of our communities, and promotes effective and efficient administration of criminal and juvenile justice.

Below are the research and evaluation projects that CJJP conducted in FY2017.

Female Co-Occurring Treatment and Reentry Program

In the fall of 2015, the Iowa Department of Corrections (DOC) received two years of federal funding, through the Second Chance Act Re-Entry Program for Adult Offenders with Co-Occurring Substance Abuse and Mental Health Disorders, to implement a Female Co-Occurring Treatment and Reentry (FCTR) program. The purpose of the program is to provide treatment and other reentry services to an estimated 48 adult female offenders with co-occurring substance abuse and mental health disorders. A portion of this funding was allotted for evaluation purposes and the DOC contracted with CJJP to conduct a process and short term outcome evaluation. A contract extension is being requested by DOC and a final evaluation will be provided sometime during 2018.

Statewide Recidivism Reduction (Adult Reentry Initiative)

In October 2014, the Office of Drug Control Policy (ODCP) received three years of federal funding from the U.S. Department of Justice (DOJ) as part of the Second Chance Statewide Recidivism Reduction Grant. ODCP contracted with the Iowa Department of Corrections (DOC) to carry out this initiative and with CJJP to provide a process and outcomes evaluation of the effectiveness of the program. The five-year goal is to reduce the recidivism rate of mid- to high-risk parole and probationers from the existing 28% rate (2010 cohort) to 20%.

During FY2017, CJJP provided two analyses to the Department of Corrections to help inform SRR efforts; an "Analysis of Parole Violations and Revocation Practices" as well as "An Analysis of Outcomes by Caseload Size for Parolee and Probationers Supervised on High-Normal or Intensive Supervision."

Youthful Sex Offender Treatment Program (YSOTP)

In October, 2015 Iowa's Department of Correction's Eighth Judicial District was awarded three years of federal funding from the U.S. Department of Justice (DOJ) as part of the Smart Supervision: Reducing Prison Populations, Saving Money, and Creating Safety Communities Grant. These grant funds were utilized to implement a Youthful Sex Offender Treatment Program (YSOTP) in District 8. This program created a specialized treatment program for sex offenders, ages 18-25, residing in rural areas, who have unique needs that often lie outside the scope of recognized treatment standards for adult sex offenders. The goal of this program is to reduce the overall recidivism rate for this group in an effort to ensure public safety and prevent new victims. In 2017, CJJP continued to work with YSOTP staff to gather information relevant for the process and outcome evaluation by participating in monthly staffings, monthly technical assistance calls with federal providers, and a site visit. A contract extension is currently being requested, therefore, a final evaluation date has not been established.

Iowa Partnership for Success (IPFS)

In October 2014, the Iowa Department of Public Heath (IDPH) was awarded a five-year grant through the Substance Abuse and Mental Health Services Administration (SAMHSA), Partnerships for Success program, to fund youth alcohol prevention strategies in 12 counties across Iowa. The goal of the program is to prevent or reduce underage drinking and binge drinking among 12 to 20-year-olds. CJJP was contracted by IDPH to serve as the evaluator to provide technical assistance and trainings to the funded counties regarding completion of the required federal cross-site performance measurements, review the data for errors and request corrections, participate in advisory council and workgroup meetings, attend required SAMHSA trainings, and lead data collection efforts and analysis. Efforts during 2017 continued to focus on data collection, identification of data sources, and implementation of strategies by the counties.

Statewide Prevention Framework for Prescription Drugs (SPF-RX)

In October 2016, the Iowa Department of Public Heath (IDPH) was awarded a five-year grant through the Substance Abuse and Mental Health Services Administration (SAMHSA), to fund a prescription drug (RX) prevention program targeting prescribers and youth aged 12-25 in Iowa. Additionally, three high risk counties will be selected through a RFP process to receive funding to implement strategies aimed at reducing misuse of prescriptions and raising awareness of the risks. During 2017, CJJP attended a federal training and completed a statewide evaluation plan. CJJP's ongoing role in the project is to provide technical assistance to the funded counties regarding completion of the required federal cross-site performance measurements, ensure data quality, participate in advisory council and workgroup meetings, attend SAMHSA trainings, and lead data collection efforts and analysis.

Family Treatment Court

In Spring 2017, the Iowa Judicial Branch contracted with CJJP to provide an annual data report for family treatment courts. This project began in 2007 when six pilot sites received funding under the federal Regional Partnership Grant (RPG). New courts have since initiated operations across the state and there are currently 12 participating. MOU agreements with IDPH and DHS allow for tracking parents' substance abuse treatment enrollment and their children's' placement outcomes. A statewide report, site reports, and cost analysis is provided to the judicial branch each year by September 30.

Governor's Traffic Safety Bureau (GTSB)

The main goal of the GTSB project is to increase awareness of the abilities of current data systems to integrate crash and citation information. This project involves collaborations with other entities (e.g. University of Iowa, GTSB and DOT) to provide data and assist in research and analysis efforts. During 2017, CJJP completed two research studies reported to GTSB. The first was a literature review of 24/7 Sobriety Programs, which was undertaken as a result of the passage of Senate File 444; a bill which established 24/7 Sobriety Programs in the state. A second report provided an update to analyze motorcycle, moped and all-terrain vehicle (ATV) helmet use and the major causes of accidents involving these vehicles.

Juvenile Court School Liaison Reports

CJJP generates annual reports, both statewide and by judicial district, containing aggregated data collected by Juvenile Court Services School Liaison (JCSL) staff. JCSL's have been providing services to youth since 1994 and have been reporting data to CJJP since 2000. JCSLs are staffed to provide a link between JCS and the schools in an effort to maintain at-risk youth in the school setting. Data are provided to CJJP through statistical summary forms completed by JCSL staff that are entered into a secure, web-based application by the liaisons and retrieved electronically by CJJP. Service information is submitted and uploaded at the end of the academic year and CJJP provides a statewide annual report, as well as specific reports for each judicial district. There are approximately 100 JCSLs reporting on more than 3,000 students.

Results First

The Pew-MacArthur Results First Initiative (RF) is an innovative cost-benefit analysis approach that helps states invest in policies and programs that are proven to work. This allows policymakers to identify options that yield the greatest return on investment for taxpayers.

Iowa was the first state to complete the RF adult criminal model in 2011, and the Department of Corrections created an updated report in 2017. CJJP is the jurisdictional administrator of the RF model and has reached out to the Department of Human Services and Juvenile Court Services to conduct program inventories of their services and programs which will include information on design, costs, capacity, and populations served. The programs will be reviewed and compared to national evaluations to categorize how well programs achieve their desired outcomes. This will allow Iowa to better determine any rated effectiveness of their programs.

National Child Support Noncustodial Parent Employment Demonstration Projects (CSPED)

CSPED is a five-year project (currently in year 2) with the objective to inform participating state child support agencies about the effectiveness, as well as implementation challenges and successes of CSPED. CJJP continues to provide administrative data from ICIS and the Iowa Correction Offender Network (ICON), through the Iowa Justice Data Warehouse.

Conducting research and evaluations is an increasingly necessary approach for assessing the effectiveness and impact of criminal justice programs, policies, and practices. The information that CJJP produces is used across various levels, from local agencies to law enforcement to legislators. Evaluations are valuable in assisting with setting priorities, planning programs, and effecting systems change.

Juvenile Justice System Improvement

DHR works to strengthen the juvenile justice system and support positive youth development in a variety of ways.

SMART on Juvenile Justice - Federal Planning Grant

In 2016, Iowa was one of three states to receive a two-year federal planning grant from the Office of Juvenile Justice and Delinquency Prevention (OJJDP) for the purpose of developing a comprehensive, statewide plan to improve Iowa's juvenile justice system. The anticipated outcomes of this project are reduced recidivism, improved outcomes for youth, increased public safety, and reduced racial and ethnic disparity through the development of a comprehensive plan which will standardize policies and practices, and ensure the quality and effectiveness of services that youth receive.

The SMART Leadership Team is composed of stakeholders from all three branches of government, and with guidance from national consultants, has begun an in-depth assessment of Iowa's juvenile justice system. Next steps will be to prioritize need areas, identify necessary partners, and develop an ambitious but achievable plan for the future of Iowa's juvenile justice system.

The National Youth in Transition Database (NYTD)

The National Youth in Transition Database (NYTD) is a federal requirement that mandates the Iowa Department of Human Services (DHS) collect outcome information on youth in foster care or other out home placement. DHS contracts with CJJP to collect the outcome information and conduct a survey of youth in foster care or other out home placement at age 17, also referred to as the baseline population. CJJP tracks these youth as they age and conduct follow-up surveys with a sample of youth at ages 19 and 21, also referred to as the follow-up population. Outcomes are derived from the survey which includes 22 questions that measure youth across six domains - educational attainment, financial self-sufficiency, access to health insurance, experience with homelessness, and positive connections with adults.

CJJP is completing the first year of surveys with 17 year old youth and have a 90% survey completion rate. The survey results are being provided to DHS for analysis to identify ways to improve the foster care system.

Juvenile Reentry Systems

In the fall of 2015, CJJP was one of three jurisdictions awarded competitive funding for a reentry implementation grant. Iowa’s effort, known as Juvenile Reentry Systems (JReS), seeks a 50% recidivism reduction for delinquent youth returning from the boys State Training School (STS), group care, and psychiatric medical institutes for children (PMIC). CJJP staffs a diverse Juvenile Reentry Task Force (JRTF) which has developed a comprehensive statewide juvenile reentry action plan. Key JRTF members include: judges, private youth serving agencies, STS, local school officials, the State Aftercare Services Network (IASN), system youth, and multiple state departments (State Court Administration, Juvenile Court Services, Education, Human Services, Workforce Development, Vocational Rehabilitation, Corrections, Public Health).

There are many key activities tied to JReS:

- Development of a formal re-entry policy
- Expansion of Youth Transition Decision Making Team (YTDM) meetings
- Development of a web application to assist with outcomes and performance measures for the YTDM model
- Information sharing with local school districts
- Universal referral form for youth entering group care, and
- Integration of available services and supports

Iowa Juvenile Detention Screening Tool (DST)

The Iowa DST is a risk assessment instrument utilized to measure the appropriate placement of youth in secured detention based on their risk level. CJJP staffs the Iowa Juvenile Detention Screening Tool Committee, collects screening data, and provides analysis and validation of the DST. The tool has been utilized in various forms in four counties since mid-2009, and continues to undergo integration into ICIS. An automated version of the tool has been rolled out statewide and work continues to correct and validate the use of the instrument. The various agencies and partners involved in this initiative include: SCA, JCS, schools, judges, county attorneys, detention center staff, NAACP, juvenile justice community members, and law enforcement.

Juvenile Justice Reform and Reinvestment Initiative (JJRRI)

The primary function of the JJRRI has been to incorporate use of the Standardized Program Evaluation Protocol (SPEP), which determines the likely effectiveness of services for delinquent youth in terms of recidivism reduction when compared to an extensive delinquency service research base. JJRRI also seeks to develop a dispositional matrix for utilization by the courts. This instrument is a form of structured decision making intended to assist system officials in determining the most appropriate level of supervision and type of service for youth, thereby maximizing recidivism reduction.

The demonstration grant that originally supported these efforts has ended, but CJJP has sought other funding sources which have allowed the work to continue. Staff members are currently strategizing the best use of the SPEP to complement and maximize its utility within other ongoing system improvement work. Also, the structured decision-making matrix has evolved based on CJJP acquiring predictive analytics software, which has allowed us to move from using risk to reoffend (including offense severity) as the singular determinant to using multiple variables to predict what has the best chance of success.

Iowa Girls Justice Initiative (IGJI)

IGJI sought to "develop and coordinate implementation of an innovative, viable and effective plan for services to, and supervision of, young women who are involved in the juvenile justice system at the deepest levels." The IGJI Task Force met monthly for 14 month, and In February 2017, produced a final report entitled, Serious, Violent and Chronic Juvenile Female Offenders: Service and System Recommendations for Iowa. The report contains nine recommendation areas around a particular setting for the serious, violent and chronic offenders and an additional seven around system change to diminish the need for use of that type of setting. The report established

an accurate, current and complete picture of available services, as well as identified needs and gaps. In addition, a structure to objectively analyze the current effectiveness of services was provided to identify strategies to improve the level of care and the quality of services for young women under juvenile court jurisdiction.

The report is available on the CJJP website. The Iowa Task Force for Young Women is leading the effort to promote and implement the recommendations.

Juvenile Detention Alternative Initiative (JDAI)

Since 2006, Iowa has participated in the Annie E. Casey Foundation Juvenile Detention Alternative Initiative (JDAI). This national technical assistance initiative involves key reform principles including; leadership engagement, data utilization, implementation of a juvenile detention screening instrument, use of alternatives to detention, efforts to affect disproportionate minority contact, etc. As a result of Casey Foundation and other support, CJJP and the State Court Administrator's Office are piloting an electronic version of the Iowa Juvenile Detention Screening tool on the judicial state-level case management system, and are engaged in local planning efforts related to DMC and detention reform. Key activities of JDAI involve reducing the use of detention for low risk delinquents, while increasing the availability of detention alternatives.

Federal Juvenile Justice and Delinquency Prevention Act

CJJP is Iowa's official implementing agency for the federal Juvenile Justice and Delinquency Prevention Act (JJDP Act), Public Law No. 93-415, 1976. The Juvenile Justice Advisory Council is a Governor appointed board advising CJJP regarding JJDP Act implementation. The JJDP Act contains core protections relating to secure holds for youth, facility monitoring requirements, and the processing of minority youth in the delinquency system.

On behalf of Iowa, CJJP develops and submits a comprehensive three-year juvenile justice plan as a requirement of its participation in the federal JJDP Act. Submission of the three-year plan (with annual updates) and associated monitoring efforts are required for Iowa's receipt of

JJDP Act block grant, Title II, funding. The majority of Title II dollars are distributed to Iowa's eight judicial district Juvenile Court Services Offices via a child population formula. Special statewide efforts supported with JJDP Act funds include: gender specific services, disproportionate minority contact, and evidence-based programming.

DHR Juvenile Justice Specialist Dave Kuker testified at the U.S. Senate Judiciary Committee Hearing on improving outcomes for youth in the juvenile justice system.

Photo credit: @senatorchuckgrassley.
Dave Kuker (left), U.S. Senator Chuck Grassley (right).

Juvenile Compliance Monitoring

To maintain compliance with three of the four core requirements of the federal Juvenile Justice and Delinquency Prevention Act, CJJP gathers pertinent data from law enforcement agencies and youth service providers, both private and public, across Iowa. In addition to this data collection and review, CJJP must annually visit one-third of the facilities to perform data verification and facility reviews. CJJP must also perform on-site facility reviews of a sample of certain law enforcement agencies and youth service providers to determine the secure capacity of these agencies. An annual report is due to the federal Office of Juvenile Justice and Delinquency Prevention by the end of June.

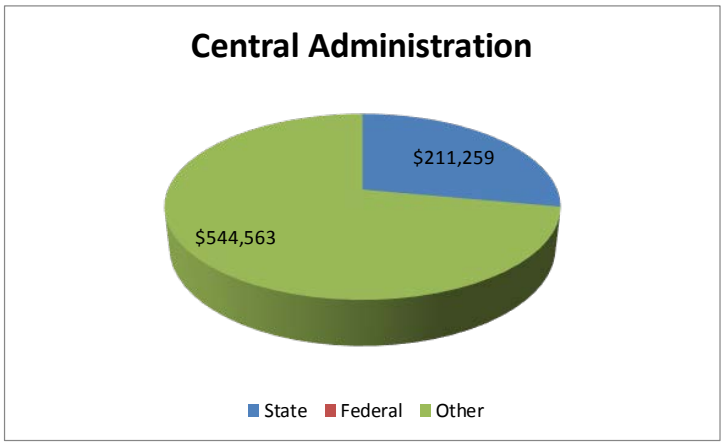
Prison Rape Elimination Act (PREA)

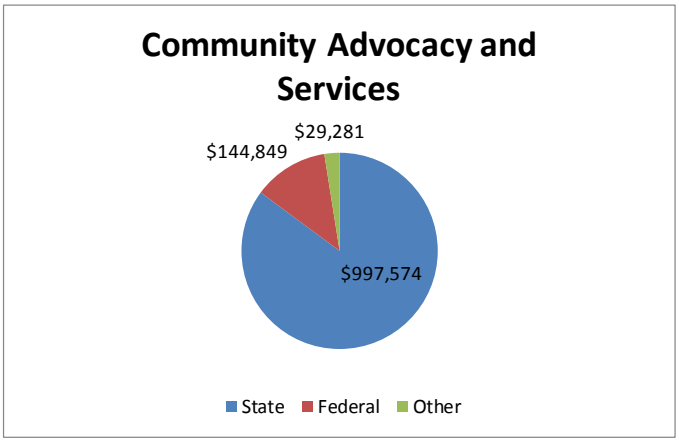
The federal Prison Rape Elimination Act (PREA) addresses the prevention and elimination of sexual assault and abuse of inmates detained in detention and correctional facilities for both adults and juveniles. Failure to comply with the mandates set forth by this act results in a reduction of federal funds received by the state through the Department of Justice. The State of Iowa is responsible for ensuring that all detention and correctional programs under the operational control of the Governor through the Department of Corrections (DOC) and the Department of Human Services (DHS) meet the mandates set forth by PREA. This includes all state prisons, state farms, community correction programs and the State Training School for Boys in Eldora. The DOC has completed the process of having all of the facilities under their operational control audited for PREA compliance and each has been found in compliance. The boys State Training School became PREA compliant in 2017.

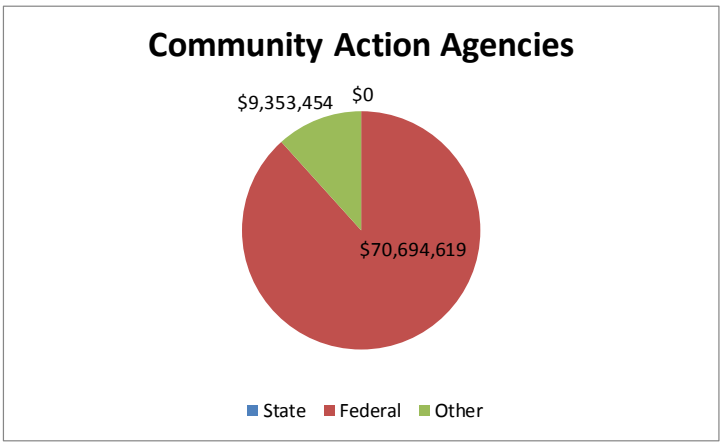
SFY2017 Actual Expenditures

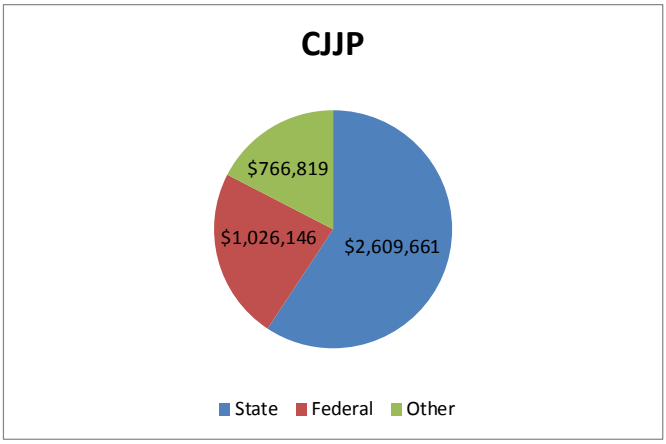
	Source of Funding			
	State	Federal	Other	Final SFY2017 Expenditures
Criminal and Juvenile Justice Division				
Criminal and Juvenile Justice Appropriation	$ 1,190,715	$ 10,000	$ 61,490	1,262,204
Juvenile District Transfers (JDTR)			314,336	314,336
NCPC Embedding Prevention (9110)			(386)	(386)
Iowa Statistical Analysis Center (SACG)		181,237		181,237
Juvenile Detention Alternatives Initiative (JDAI)			33,249	33,249
Gov. Traffic and Safety Bureau (GTSB)			16,839	16,839
Partnership for Success (PFSP)			42,492	42,492
Strategic Prevention Framework Rx (SPRX)			10,233	10,233
Iowa SMART on Juvenile Justice Planning (SMRT)		55,076		55,076
Prison Rape Elimination Project (PREJ)		3,012		3,012
National Youth Transition Database (NYTD)			91,433	91,433
Juvenile Justice Reform Project (JJRP)		57,618		57,618
Iowa Girls Justice Initiative (IGJI)			81,251	81,251
Juvenile Justice Action Grants (JJAG)		317,554		317,554
Juvenile Justice Advisory Council (JJAC)		16,320		16,320
Juvenile Re-entry (JRSS)		385,329		385,329
Criminal Juvenile Justice Information System	1,254,650			1,254,650
Justice Data Warehouse	164,296			164,296
Drug Court Statewide Enhancement (DRCT)			12,149	12,149
PACT Grant (PACT)			30,623	30,623
Youth and Young Adult Suicide Prevention (YASP)			9,486	9,486
Youth Sex Offender Treatment Evaluation (YSOT)			17,134	17,134
Adult Female Re-entry (FRSS)			26,033	26,033
Second Chance-Adult Re-entry (2NDC)			20,457	20,457
Subtotal	$ 2,609,661	$ 1,026,146	$ 766,819	4,402,627
				-
Community Action Agencies				-
Dept. of Energy Weatherization		3,551,894		3,551,894
Black Hills Utility			602,877	602,877
IP&I Utility			3,233,105	3,233,105
Mid American Energy Utility			2,218,731	2,218,731
Energy Assistance - LIHEAP		45,039,578		45,039,578
Unclaimed Utility Refunds				-
Home Energy Assistance Program		11,151,864		11,151,864
Individual Development Accounts				-
Community Services Block Grant		8,156,865		8,156,865
Family Development and Self Sufficiency (FaDSS)		2,794,418	3,298,741	6,093,159
Subtotal	$ -	$ 70,694,619	$ 9,353,454	80,048,072
				-
Community Advocacy and Services				-
Community Advocacy and Services Appropriation	$ 920,717			920,717
Youth Leadership	32,498		29,281	61,779
Client Assistance Program		144,849		144,849
Training and Technology	44,359			44,359
Subtotal	$ 997,574	$ 144,849	$ 29,281	1,171,704
				-
Central Administration				-
Central Administration Appropriation	$ 211,259		$ 544,563	755,822
				-
Department Totals	$ 3,818,493	$ 71,865,614	$ 10,694,117	86,378,224

FY2017 Actual Expenditures









CONCLUSION

DHR continues to provide hope and opportunity to those most in need in multiple ways:

- Provide home weatherization services to increase energy efficiency
- Provide financial assistance with winter heating bills
- Serve as a resource in areas such as domestic violence, mental health, housing, disabilities
- Build skills and confidence to participate in the community; support their voice in government
- Promote diversity and inclusion within state government
- Connect youth to opportunities for leadership, higher education, job skills, and teach them their rights and responsibilities
- Implement activities to reduce disproportionate minority contact
- Conduct research and provide officials with data to assist them in making decisions and developing policy
- Increase efficiency of law enforcement, courts, and justice agencies by providing real time data; support public safety
- Ensure safe and successful transition of previously incarcerated individuals into the community with reentry, recidivism
- Work with department boards and commissions on legislative and policy priorities

All Iowans deserve the opportunity to achieve. Multiple barriers limit opportunities and reduce the resilience of families and communities, making it difficult to get ahead. Solving these issues will take engagement by the full community--government, nonprofits, businesses, and the public. The best place to start is with a shared understanding of the needs of our communities so that we can more effectively work together towards systemic change. How we address issues and assist Iowans has a deep impact on present and future generations and the condition of our state.

Faced with limited resources, challenges, and changing environments, we continually adapt our strategies to ensure that Iowans have opportunities to succeed. We have expanded our emphasis on engaged and effective partnerships among individuals and organizations from all sectors of society. These strategic interventions that improve lives rely on the fabric of trust and cooperation that has been cultivated through purposeful alignment of shared mission and goals. We identify ways to maximize the impact of existing resources, amplify the work of others to help advance human rights, and inspire change agents in the community to achieve greater impact. We realize gains when we empower Iowans to become leaders, obtain higher education and training, lift themselves out of poverty and rely less on public assistance, feel safe and included, and engage in their communities—all of which are powerful ways to strengthening the capacity of Iowans.

Forged with an attitude of objectivity, an openness to new and different perspectives, an ability to step outside of one's immediate experience, and a fundamental respect for the aspirations and capabilities of vulnerable Iowans for self-sufficiency, we commit to continue engaging in problem solving that tests assumptions, utilizes both empirical and qualitative data, and invest in the innovative solutions necessary to the task as we chart a course for inclusive and balanced educational and economic opportunities, as well as cultural and social vitality that improves the quality of life in Iowa.

APPENDIX A–CRIMINAL & JUVENILE JUSTICE PLANNING BOARDS & COUNCILS

1. Public Safety Advisory Board (PSAB)

The Public Safety Advisory Board (PSAB) was created by the legislature in 2010. The purpose of the PSAB is to provide the General Assembly with an analysis of current and proposed criminal code provisions. The mission of PSAB is to provide research, evaluation, and data to the General Assembly to facilitate improvement in the criminal justice system in Iowa in terms of public safety, improved outcomes, and appropriate use of public resources. The PSAB supports changes to Iowa's child kidnapping legislation, changes to Iowa's robbery mandatory minimum sentence laws, appropriate use of risk assessments for drug traffickers, modifying penalties for powder and crack cocaine, implementation of Results First in corrections and juvenile justice systems.

2. Criminal and Juvenile Justice Planning Advisory Council (CJJPAC)

Under Iowa Code Section 216A.133, the Criminal and Juvenile Justice Planning Advisory Council (CJJPAC) serves several functions, some of which include identifying issues and analyzing the operation and impact of present criminal and juvenile justice policy and making recommendations for policy changes, including recommendations pertaining to efforts to curtail criminal gang activity, as well as reporting criminal and juvenile justice system needs to the governor, the general assembly, and other decision makers to improve the criminal and juvenile justice system. During FY2015 the CJJPAC met three times providing review of the Correctional Policy Project, the Long-Range Criminal and Juvenile Justice System Goals, and the Legislative Monitoring Report.

3. Iowa Juvenile Justice Advisory Council (JJAC)

The Iowa Juvenile Justice Advisory Council (JJAC) is responsible for monitoring the condition of juvenile justice within the State of Iowa, making juvenile justice recommendations to the Governor and the legislative body, helping develop and implement the state's three-year plan for juvenile justice, advising on the use of federal funds allocated to the state for juvenile justice efforts, and monitoring Iowa's compliance with the federal Juvenile Justice and Delinquency Prevention Act (JJDPA). Below are the two issue-focused subcommittees of the JJAC:

a. The Disproportionate Minority Contact Subcommittee (DMC)

Iowa's Disproportionate Minority Contact Subcommittee (DMC) is a core requirement of the Juvenile Justice and Delinquency Prevention Act. It is charged with planning and implementation activities to reduce the overrepresentation of minority youth in the juvenile justice system. It is implementing a state-level Community and Strategic Plan (CASP Plan - released November 2014) that was developed through a partnership between CJJP and the State Court Administrator's Office. Major CASP plan activities include engagement of local planning efforts, training, implementation of a Detention Screening tool, and engagement of key state officials.

b. Iowa Task Force for Young Women (ITFYW)

The Iowa Task Force for Young Women (ITFYW) is a sub-committee of the Juvenile Justice Advisory Council, Iowa's State Advisory Group for oversight of the Juvenile Justice and Delinquency Prevention Act. The overall goal of this group is to facilitate a comprehensive fundamental change in the juvenile justice system that will enhance the understanding and utilization of innovative female-responsive approaches in all programs and services, particularly those that serve the adolescent female population of Iowa's juvenile justice system.

4. Sex Offender Research Council (SORC)

Iowa Code Section 216A.139 states that the Criminal and Juvenile Justice Planning Division shall "establish and maintain a council to study and make recommendations for treating and supervising adult and juvenile sex offenders in institutions, community-based programs, and in the community". Iowa's Sex Offender Research Council (SORC) has studied sex offending trends including, but not limited to, sex charge and conviction rates, sex offender prison admissions and releases, sex offending crime nature (offender to victim relationship), community supervision efforts, and juvenile sex offenders. The SORC also issued a report in December 2014 which recommended policy changes to Iowa's sex offender special sentence supervision.

5. Criminal Justice Information Systems (CJIS) Advisory Committee

Since 2007, CJIS has served as a "system of systems" that integrates and shares criminal justice information among Iowa's criminal justice agencies in a seamless, real-time, and secure manner. Housed within the Division of Criminal and Juvenile Justice Planning, CJIS makes Iowa's criminal justice system more efficient and effective by allowing agencies to share or receive critical information. In a typical month, CJIS performs over 260,000 separate secure information exchanges for 216 local police departments, 53 county attorney offices, and state agencies including the Dept. of Corrections, Dept. of Transportation, Dept. of Public Safety, Dept. of Natural Resources, Secretary of State, Attorney General, and the Judicial Branch. Current projects in development will add the State Public Defender and Dept. of Human Services to the list of agencies benefitting from information exchanges. Iowa is a national leader in criminal justice information sharing.

The Governor and Chief Justice established the governance of CJIS through a Memorandum of Understanding.

The Advisory Committee meets quarterly (by phone) and receives updates from the CJIS Coordinator and other stakeholders. The Committee is tasked with providing input and voting on issues such as approving new information exchanges, budget considerations, and the overall direction and scope of CJIS.

6. Institutional Review Board (IRB)

All federally-funded research must comply with regulations designed to protect human subjects (45 CFR 46) and ensure confidentiality of data (28 CFR 22). Institutional Review Boards are bodies comprised of both scientific and non-scientific members, of varied backgrounds, with responsibility for safeguarding the rights and welfare of human subjects involved in research. The Division of Criminal and Juvenile Justice Planning maintains and provides administration for an IRB responsible for review of project protocols for federally-funded research and evaluative studies completed for various state departments. Agencies and partners involved include, Iowa Department of Corrections, Iowa Judicial Branch, Juvenile Court Services, Simpson College, Iowa Department of Public Health, Iowa Correctional Institution for Women, and a social work community member.

7. Iowa Collaboration for Youth Development (ICYD) Council

Iowa Code Section 216A.140 establishes the Iowa Collaboration for Youth Development (ICYD) Council, a network of state agencies with the purpose to improve the lives and futures of Iowa's youth by:

- adopting and applying positive youth development principles and practices at the state and local levels;
- increasing the quality, efficiency, and effectiveness of opportunities, services, and supports for youth; and
- improving and coordinating state youth policy and programs across state agencies.

The ICYD Council has adopted a lofty goal: By 2020, Iowa will increase the graduation rate from 89% to 95%. Several issues (e.g. substance abuse, family, employment, teen pregnancy, and mental health) prevent youth from graduating from high school and the ICYD Council agencies work to address these issues, both as individual agencies and together as a team, to maximize efficiency in state government and make the best use of existing resources. The ICYD Council currently has 11 state agency members. The ICYD Results Team is a sub-committee of the ICYD Council that meets at least quarterly to complete the work and develop recommendations for the ICYD Council.

For more information, please contact:

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