



## **Iowa Department of Human Rights San Wong, Director**

Budget Presentation  
Administration & Regulation  
Budget Subcommittee

February 11, 2020

**Mission:** To ensure basic rights, freedoms and opportunities for all by empowering underrepresented lowans and eliminating economic, social and cultural barriers.

## Department of Human Rights (DHR) Organizational Chart



## Department of Human Rights Proposed Budget FY2021

	State Appropriations FY 2019	State Appropriations FY 2020	Governor's Recommendation FY 2021	Budget Subcommittee
Central Administration	210,075	189,071	191,311	Admin & Reg
Community Advocacy and Services Division	956,894	956,894	970,009	Admin & Reg
Criminal & Juvenile Justice Planning Division	1,209,410	1,226,399	1,245,268	Justice Systems
Criminal & Juvenile Justice Planning Single Grant Program (SF615) (2019)		140,000	140,000	Justice Systems
<b>Total</b>	<b>2,376,379</b>	<b>2,512,364</b>	<b>2,546,588</b>	

Note: Division of Community Action Agencies is funded by federal, state, and other sources.

## Division of Community Advocacy and Services (CAS)

With our department-wide emphasis on enhancing self-sufficiency and economic success, improving the justice system and eliminating barriers for underserved populations, we are a voice in government for those who may otherwise be unheard. We have a unique role as an “insider” in government to provide:

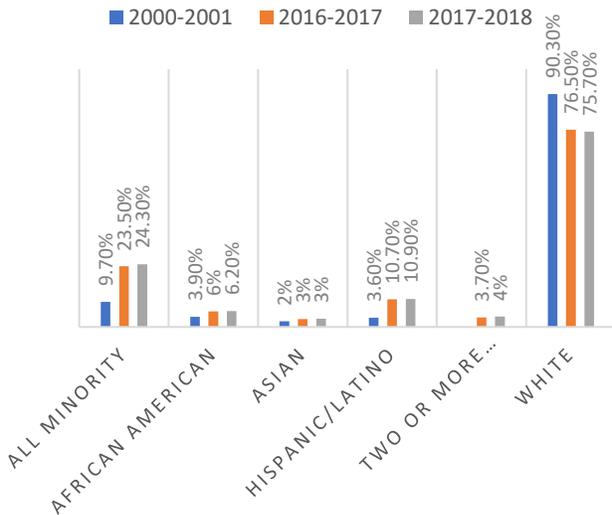
- Fact and evidence-based information to improve decision making
- Objective qualitative data from the perspective of underrepresented lowans
- System-level solutions to resolve problems across government
- Support for government, non-government and private organizations to succeed at inclusion in an increasingly diverse landscape

State government is the place for reasoned, evidence-based decision making. The Community Advocacy and Services Division is the place in government that provides independent and neutral information and analysis surrounding issues that impact underserved populations in our state. It is also the right place to incubate and commercialize best practices for building unity for our state, our businesses and our communities through effective inclusion-based programming.

### Changing Needs

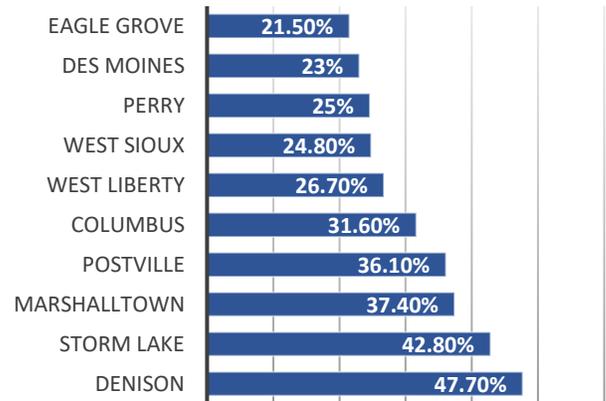
There is no doubt that the population of Iowa is changing. As we can see from the tables below, we are a state where our residents, and in particular, our youth, have increasing numbers with different native languages, cultures, backgrounds and experiences.

#### PUBLIC SCHOOL ENROLLMENTS



Source: Iowa Department of Education

#### PERCENT OF STUDENTS WITH LIMITED ENGLISH PROFICIENCY 2018\*



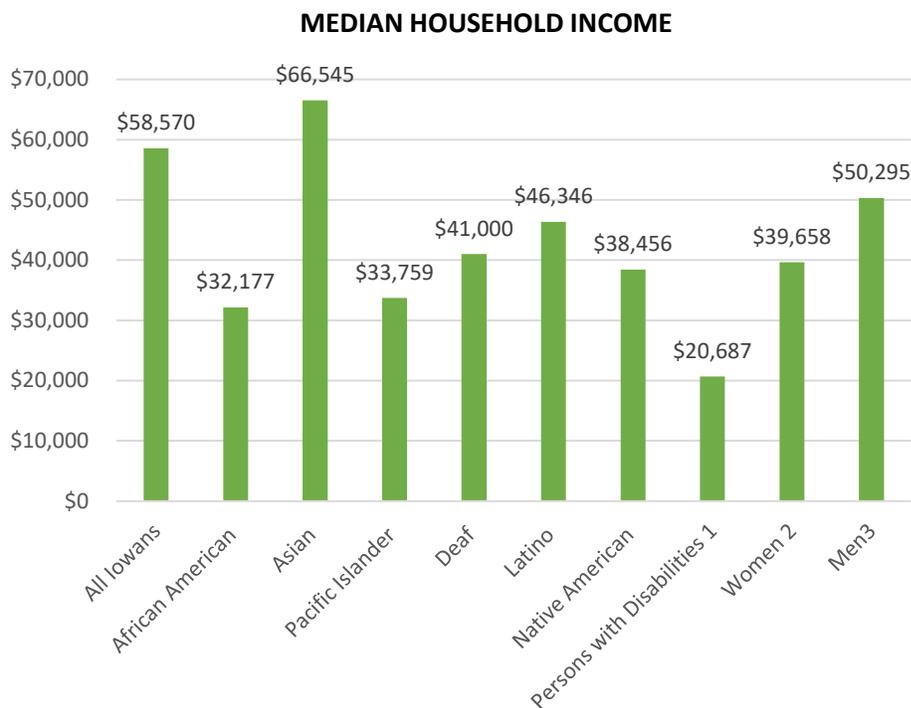
\* Top 10 districts in Iowa with LEP student populations

Moreover, there is no doubt that we will continue to change and grow. Our record low unemployment means our businesses and industries need more qualified employees to meet their growth demands. As we move forward with bold programs to ensure both business and individual success, such as Future Ready Iowa and our emphasis on STEM education, it is also important that we connect all lowans to the state’s overall prosperity.

## Trends

We know that people do better when they have the resources they need to be safe, healthy and successful. We often use income, employment, education and engagement to measure that success. Iowa is in the enviable position of overall high levels of income, employment, education and opportunity, and we want everyone to have the same access to that opportunity. The work of the Community Advocacy and Services Division is to use our skill and knowledge to help all Iowans access the pathways to success.

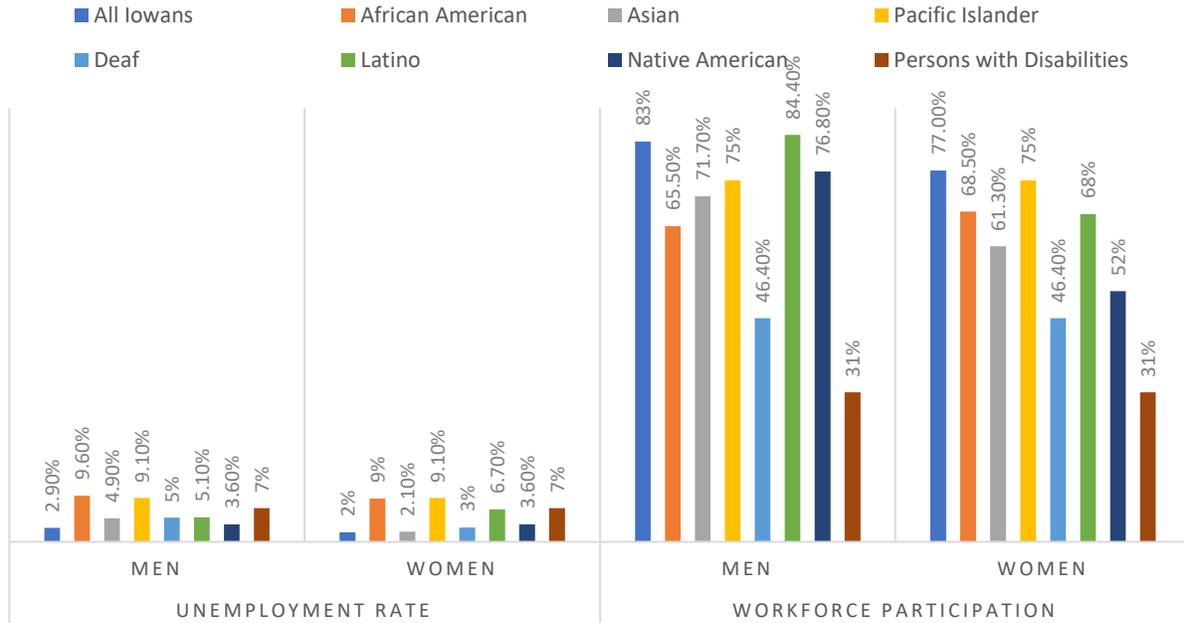
The tables and results identified below illustrate discrepancies in achievement that informs the work we do to remove barriers and improve access for underserved Iowans.



1. This data is median income for individual with a disability. Household income may include other income.
2. This data is median income for women in Iowa. Household income may include other income.
3. This data is median income for men in Iowa. Household income may include other income.

Source: US Census American Community Survey 2018

## EMPLOYMENT AND WORKFORCE PARTICIPATION

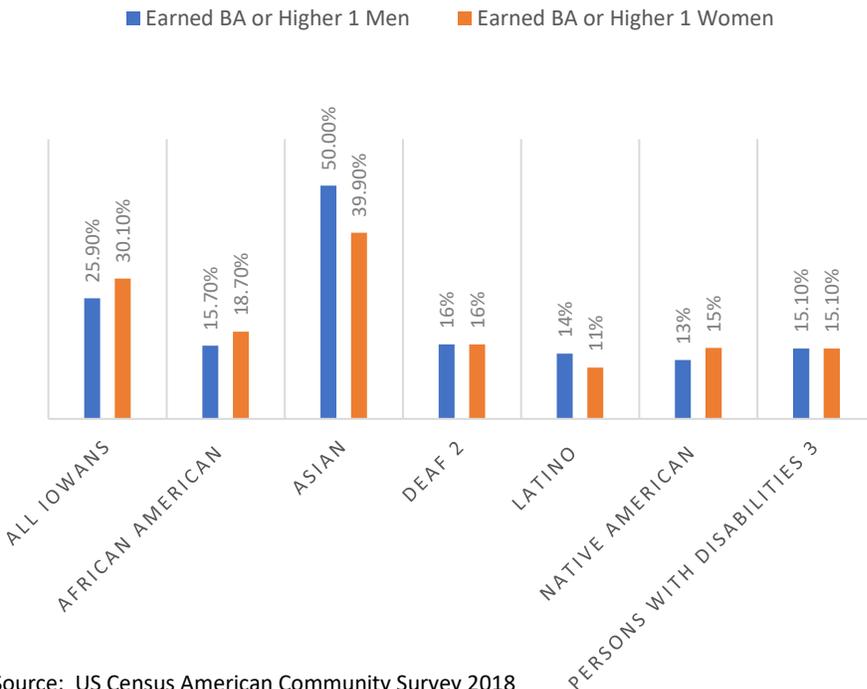


Source: US Census American Community Survey 2018 and Iowa Workforce Development

The Community Advocacy and Services Division (CAS) delivers programming and assistance to employers and individuals to increase successful employment outcomes for underserved populations.

- More than 120 employers in Iowa were assisted to hire, engage and/or retain employees from a diverse background in FY2019.
  - Skills training and presentations for employees on issues of access, inclusion and diversity delivered by CAS reached more than 1,750 lowans.
- More than 1,250 individuals were directly assisted to obtain or succeed in employment.
- More than 210 individuals with access to government services for employment assistance (Vocational Rehabilitation, Department for the Blind and/or services through Iowa Workforce Development) were supported to receive required services for employment through direct service or mediation.

## EDUCATIONAL ATTAINMENT



Source: US Census American Community Survey 2018

1. Includes Bachelors and higher graduate degrees
2. Available data is not disaggregated by gender
3. Available data is not disaggregated by gender or disability type

To enhance educational attainment in all forms of post-secondary options, the CAS Division delivers programming and assistance to increase educational attainment and results.

- More than 620 youth from diverse backgrounds were involved in youth leadership programs.
  - 82% of youth leaders in these programs enrolled in post-secondary education
- Programs focused on increasing education access and success for Latino, refugee and immigrant students served more than 420 youth.
- More than 35 education stakeholder groups (schools, colleges, non-profits) are co-involved in our educational efforts.
- A successful pilot program was created to connect refugees with apprenticeship opportunities.

## Government Access

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

In FY2019, CAS Division connected more than 2,400 lowans to the right services in government and non-profits to achieve their goals. Each office within CAS comprehensively tracks the human rights-related issues on which we receive requests for, and provide, assistance. Following are the trending issues for FY2019:

- African Americans: Employment, civic engagement/voting rights, inmate issues, diversity/inclusion in business, justice system disparities, educational disparities, healthcare
- Asian and Pacific Islander Affairs: Immigration, health and elder care, Medicare, government programs and resources, hate crimes, education/college access, census
- Deaf Services: Communication access within government, communication access in business or employment, assistive technology, justice system issues
- Latino Affairs: Immigration, support for youth, community cultural connections, civic engagement, employment supports
- Native Americans: Indian Child Welfare Act, inmate rights, understanding of Native American culture
- Persons with Disabilities: Service animals, physical access, employment, civil rights at work and in housing
- Status of Women: Workplace discrimination/family and pregnancy leave, Women's history, domestic violence/sexual violence, childcare access

## Civic Engagement

In FY2019, the CAS Division led the creation of the Iowa Talent Bank to enhance the ability for more Iowans to be a formal part of the civic decision-making process.

The Talent Bank is a technology platform available at [talentbank.iowa.gov](http://talentbank.iowa.gov). It allows any Iowan to examine how and where they can serve on appointed government boards and commissions, and communicate their interest and qualifications. This innovative tool also allows government officials to easily connect with those individuals who have interests and talents needed on local boards and commissions. Housed at the Iowa Department of Human Rights, the Iowa Talent Bank:

- Helps political subdivisions meet gender balance goals and increase overall diversity on boards and commissions.
- Encourages more Iowans to seek and obtain board and commission appointments.
- Creates mentoring relationships between those wanting to learn about public service and those with experience.
- Increases civic engagement among all Iowans.

The Talent Bank is the missing link that can bring a qualified, more diverse candidate pool, into the public service arena. Today, Iowa has the first state-wide, consistent portal to provide this type of matching; no system exists in any other state to provide this “automated” match function for organizations seeking to achieve a larger pool, and greater diversity of candidates for public service.

The Talent Bank is a tool for all Iowans to:

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

The Talent Bank project is being overseen by a Steering Committee, with each member focused on achieving the overall vision for the program. The Iowa Talent Bank Steering Committee is charged with establishing the strategic direction and facilitating the planning, development and deployment of the Iowa Talent Bank. It is funded in partnership with the Steering Committee, the Iowa Office of the Chief Information Officer and the Iowa Developmental Disabilities Council.

## Division of Community Action Agencies (DCAA)

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 DCAA administers four anti-poverty programs:

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

### **Community Services Block Grant (CSBG) Federal Fiscal Year 2018**

The Community Services Block Grant Program (CSBG) is a federal block grant program that is administered by states. CSBG is administered through the Iowa Department of Human Rights, Division of Community Action Agencies (DCAA).

The community action agencies are governed by local boards comprised equally of elected officials, private sector representatives, and low-income citizens or their representatives. Use of CSBG is driven by local decisions and local needs.

CSBG program quality and accountability are assured through the DCAA's process of CAA audit reviews, onsite program and financial monitoring, monthly and annual reporting requirements, and training and technical assistance.

In Federal Fiscal Year 2018, Iowa's CSBG program received \$7,711,062 from the U.S. Department of Health and Human Services.

- CSBG provides the core operational support for Iowa's network of 17 local community action agencies (CAAs).
- The Community Action Agencies network operates outreach offices in every Iowa county and provided services to over 308,000 Iowans.
- The community action agencies coordinate local community efforts that include employment, education, income and asset building, housing, health, nutrition, case management, transportation, emergency services, and disaster relief.
- CSBG provided support for the community action agencies to recruit and partner with over 12,000 volunteers who contributed over 356,000 hours of service and support to their local communities.
- The community action agencies partnered with over 5,100 organizations that support and provide programs and services to low-income Iowans. These partners included non-profits, businesses, educational, and faith-based organizations.

## Family Development and Self-Sufficiency Program – State Fiscal Year 2019

The Family Development and Self-Sufficiency Program (FaDSS) serves families who are receiving Family Investment Program (FIP) assistance and at risk of long-term economic and family instability.

Results show that FaDSS families make substantial progress in self-sufficiency measures such as increased wages, education, job training, housing, and mental health counseling, and staying off FIP cash assistance longer than non-FaDSS families.

During Program Year 2019, FaDSS was funded through an appropriation of \$6,192,834 in federal Temporary Assistance for Needy Families (TANF) and state general funds (DHS). In addition, local and in-kind funds of \$1,523,323 were provide to supplement FaDSS services.

- Evidence-based model provided comprehensive services through certified Family Development Specialists to 2,384 Iowa families, including 2,576 children.
- Families that improved their level of employment increased average monthly income by 128%, from \$643 to \$1,468 at program exit.
- Families exiting FaDSS decreased their average monthly FIP amount by 68%, from \$380 to \$121 per month.
- Achievement of education goals is a key component to increasing long-term family income. In FY19, 155 FaDSS families achieved a major education goal: 43 earned a GED/HS Diploma, 49 completed some college courses, 43 completed a Certification Program, 11 earned an Associate Degree, and 7 earned a Bachelor's Degree.

Two Generation Strategies: DHR/FaDSS is leading an initiative with the Iowa Department of Human Services and Iowa Workforce Development (IWD) to develop innovative strategies for serving families that consider the needs of parents and children together. The aim of Two-Generation approaches is to improve both family stability and self-sufficiency to help break the cycle of poverty.

The Two-Generation Initiative has identified five pilot project sites in the state, and DHR is now working closely with those sites to implement Two-Generation plans. Strategies include serving new targeted populations of families including those experiencing deep poverty, mental health barriers, and attending community college programs, strengthening communication and coordination with IWD/Promise Jobs programs, and designing whole-family focused assessments and services.

## Low-Income Home Energy Assistance Program – Federal Fiscal Year 2019

The Low-Income Home Energy Assistance Program (LIHEAP) assists low-income households in the payment of a portion of their winter heating costs and to encourage energy conservation through client education and weatherization.

Iowa received \$54.6 million in federal Low-Income Home Energy Assistance Program (LIHEAP) funds for Federal Fiscal Year 2019.

- 82,644 Iowa households (191,281 individuals) received heating assistance benefits to assist with a portion of their heating costs.
- The average annual statewide heating assistance benefit was approximately \$458.
- Benefits are targeted to vulnerable households with elderly, disabled, young children, and lower incomes.
- 35.5% of households assisted by LIHEAP have an elderly household member.
- 53.9% of households assisted by LIHEAP have a disabled member.
- 20.0% of households assisted by LIHEAP have a child less than 6 years of age.
- 56.2% of LIHEAP households are below 100% of federal poverty guidelines. (\$21,720 for family of three)
- 97.6% of households assisted by the Low-Income Home Energy Assistance Program are NOT receiving Temporary Assistance for Needy Families (TANF).

## Weatherization Assistance Program

The Bureau of Weatherization administers the federal Department of Energy's Weatherization Assistance Program (WAP), the nation's largest residential energy efficiency program.

In Program Year 2018, DCAA received \$5.4 million from the U.S. Department of Energy, \$6.5 million from investor-owned utility companies, and \$7.2 million transferred from LIHEAP funds.

- The program reduces energy costs for low-income persons and addresses health and safety issues.
- Targets high energy use households with 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 Program served 1,162 households in PY18, providing an estimated average \$259 in annual savings per home in contract year 2018. Energy savings will total over \$6 million over the life of the measures.
- The program conducts a health and safety check on every home weatherized, including inspection of all combustion appliances, mold and moisture problems, unsafe electrical wiring, carbon monoxide, and smoke detectors. Health and safety risks are mitigated in over 50% of homes.