

Iowa Department of Human Rights
Presentation to
Administration and Regulation
Appropriations Subcommittee

March 13, 2023



San Wong, Director

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OUR GOALS

1

Eliminate economic, social and cultural barriers for lowans.

2

Ensure basic rights, freedoms and opportunities for all.

3

Ensure access to government services, advance educational achievement and employment success consistent with the aspirations of lowans.

OUR ORGANIZATION

40+ EMPLOYEES

CENTRAL ADMINISTRATION

- Operations and administration
- Fiscal Management
- Human Resources
- Policy/Administrative Rules
- Communications

COMMUNITY ADVOCACY & SERVICES

- Advocacy for underserved populations
- Data analysis
- Government & language access
- Civic engagement
- Youth leadership

COMMUNITY ACTION AGENCIES

- Reduce impacts of poverty in housing
- Energy assistance
- Family development
- Long-term financial stability
- Local grant programs for low-income residents

CRIMINAL & JUVENILE JUSTICE PLANNING

- Research, policy analysis and program development
- Identify and address juvenile and criminal justice issues
- Disproportionate minority contact



PUBLIC

**PARTICIPATION IN
GOVERNMENT**

- MORE THAN A DOZEN PUBLIC COMMISSIONS,
COUNCILS AND BOARDS
- 100+ VOLUNTEER MEMBERS
- 3 SHARED GOALS



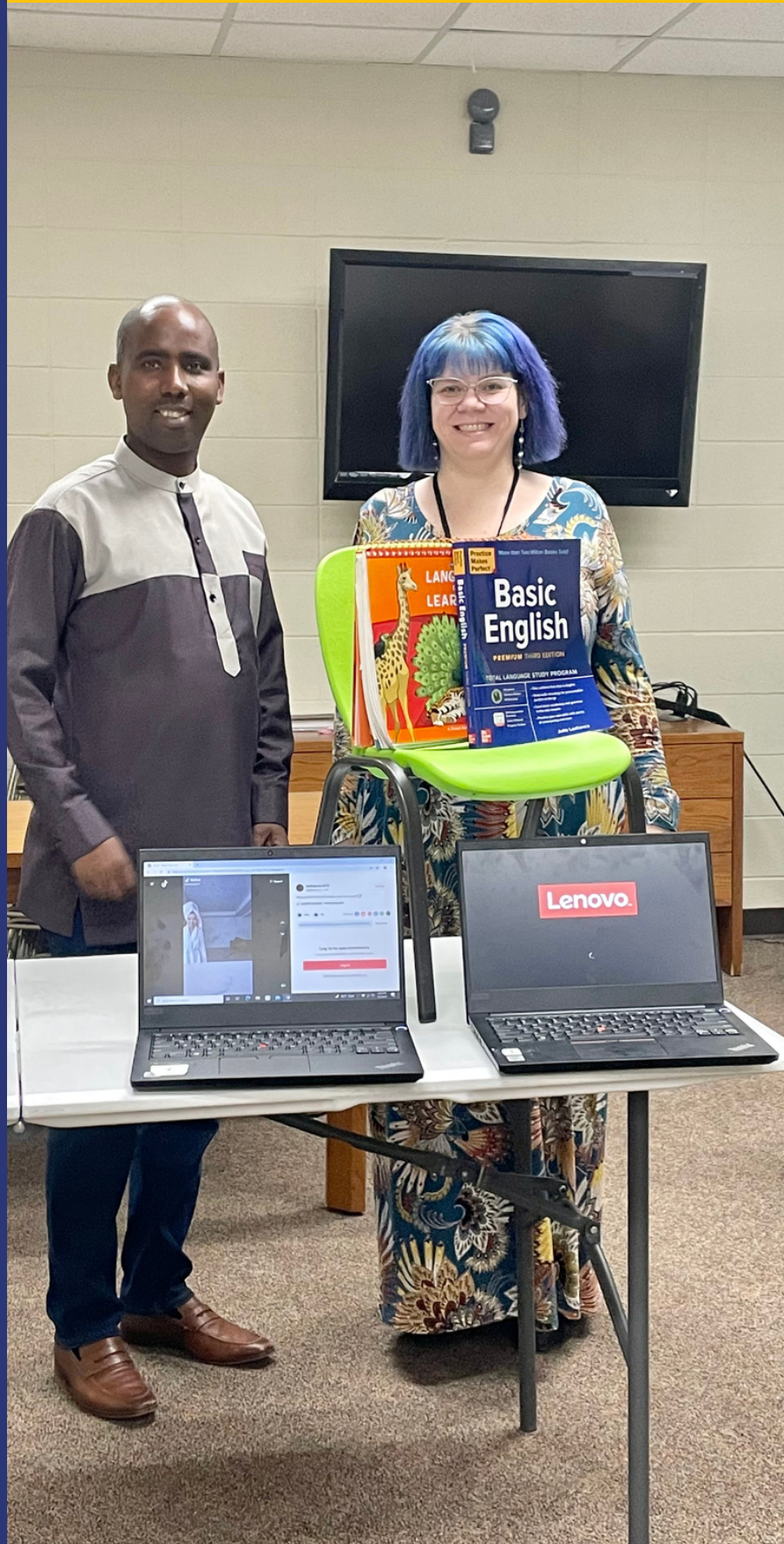
BUDGET FY2024

Human Rights Department	Department Request	Governor's Recommendation	Budget Subcommittee
Central Administration	189,071	261,672 if align with HHS	Admin & Reg
Community Advocacy and Services Division	956,894	956,894	Admin & Reg
Criminal and Juvenile Justice Planning Division	1,318,547	1,318,547	Justice Systems
Criminal and Juvenile Justice Planning Single Grant Program	140,000	140,000	Justice Systems
Total	2,604,512	2,677,113	

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

Criminal and Juvenile Justice Budget Presentation to Justice Systems Appropriations Subcommittee:
<https://www.legis.iowa.gov/docs/publications/SD/1368956.pdf>

Community Advocacy and Services Division



PRIORITIZING

DATA & ACCESS

TO GOVERNMENT

PRIORITY AREAS

Data
Storytelling

Faith & Ethnic
Based
Organizations

State & Local
Government

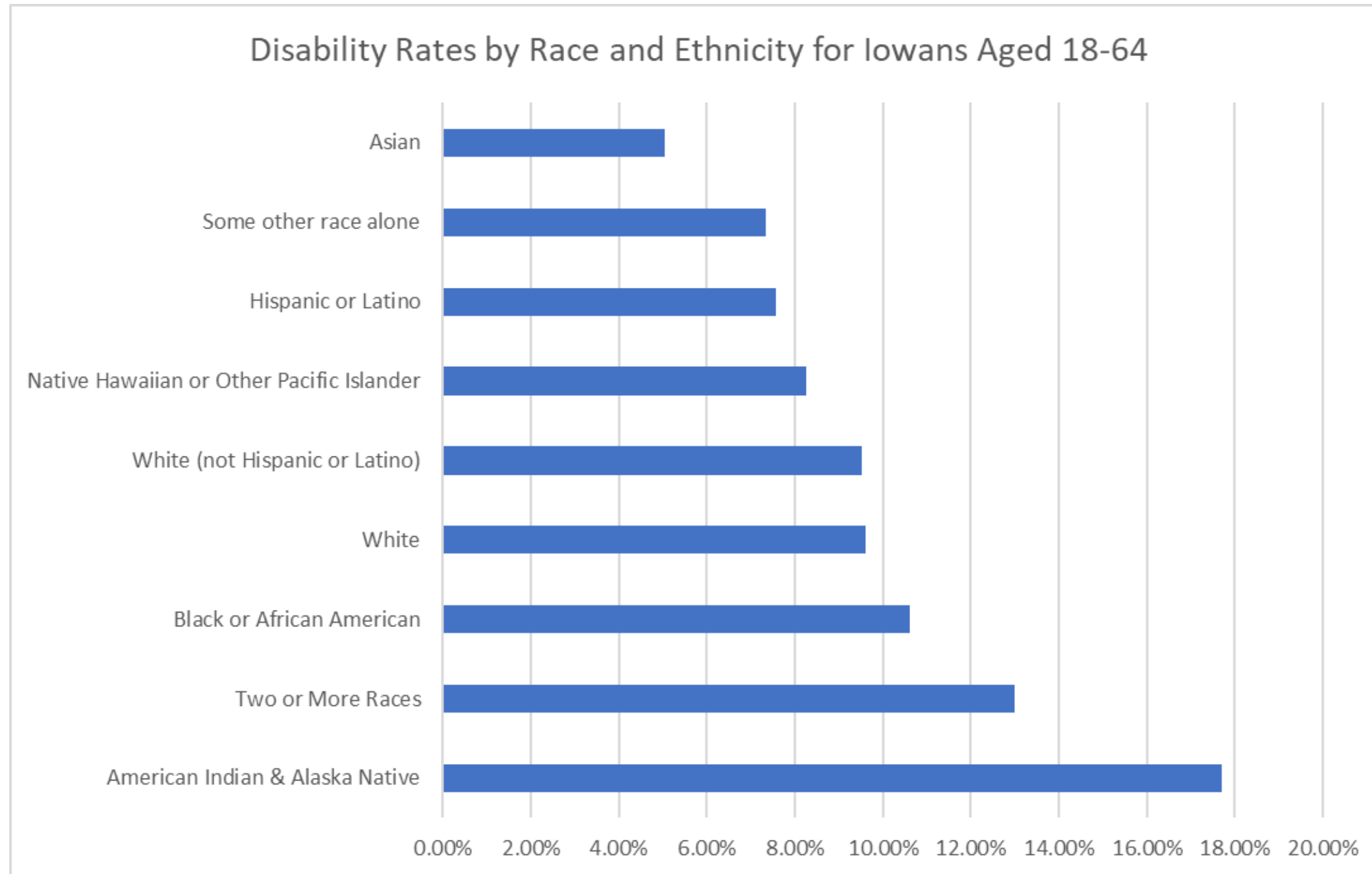
CREATING IMPACT: SOME EXAMPLES

DISABILITIES AND
WORKFORCE

NON-PROFIT
ACCELERATORS

LOCAL HUMAN RIGHTS
COUNCILS

DATA STORYTELLING: DISABILITIES AND WORKFORCE



Data storytelling allows state agencies, lawmakers and service providers to:

- Gain a more complete understanding of the impact of programming
- Examine impact comprehensively at the people-level, rather than program by program
- The Successful Employment for Persons with Disabilities in Iowa dashboards is one example.

FAITH & ETHNIC BASED ORGANIZATIONS: NON-PROFIT ACCELERATORS



How does government best reach lowans?

- People who are challenged by bureaucracy quickly turn to trusted individuals and organizations outside of government.
- Government can work with them too.
 - We have willing partners who are vastly under-resourced to quickly meet the need
 - Also under-resourced to adequately compete for or accept the programmatic funding that is available

STATE & LOCAL GOVERNMENT: HUMAN RIGHTS COUNCILS

City of Ottumwa now accepting applicants for re-established Human Rights Commission

by Leslie Santibanez-Molina | Fri, June 17th 2022, 11:29 AM CDT



Local governments are well positioned to meet the needs of changing populations in Iowa in tune with the needs of their community.

- 177 languages spoken in Iowa
- 44% of our growth due to immigration
- 57% of the population growth in rural areas includes people of color

Human Rights councils are voluntary, and a good way for local government to be responsive to local needs.



MEASURING PROGRESS

COMMISSIONS BIENNIAL PROGRESS UPDATE NOVEMBER 2024

STATUS

How are underserved groups achieving in Iowa?

SOCIAL CAPITAL

How are people connected to others, their community and to government?

RECOMMENDATIONS

What do we need to change to keep progress moving in the right direction?

Community Action Agencies Division

Increasing Self-Sufficiency



Family Development and Self Sufficiency Program (FaDSS)

FaDSS assists families with multiple barriers to achieve goals of economic security and family stability. In FY22, 2,323 families received services. FaDSS families employed at exit increased monthly income from \$267 to \$1,458. Average monthly FIP payments fell from \$379 at entry to \$106 at exit. Families earned wages of \$7,727,658 resulting in FIP saving of \$1,033,373.



Low Income Home Water Assistance Program (LIHWAP)

Iowa received \$10.1 million for a new water assistance pilot program. Funds were used for crisis assistance for households facing disconnection of their water utility. Approximately 18,000 households were assisted in FY22.



Low Income Home Energy Assistance (LIHEAP)

Iowa received \$78.5 million in LIHEAP funding through the American Rescue Plan Act of 2021. Funds were used to increase the one-time regular assistance benefit of \$425 to \$765 and provide crisis assistance for over 110,000 households in FY22.



Community Services Block Grant (CSBG)

Iowa ranked first in the nation by the American Customer Service Index administered by the U.S. Dept. of Health and Human Services for its administration of the CSBG. Ratings included state plan development, training and technical assistance, monitoring practices, communication, effective partnerships, and trust in the state agency.

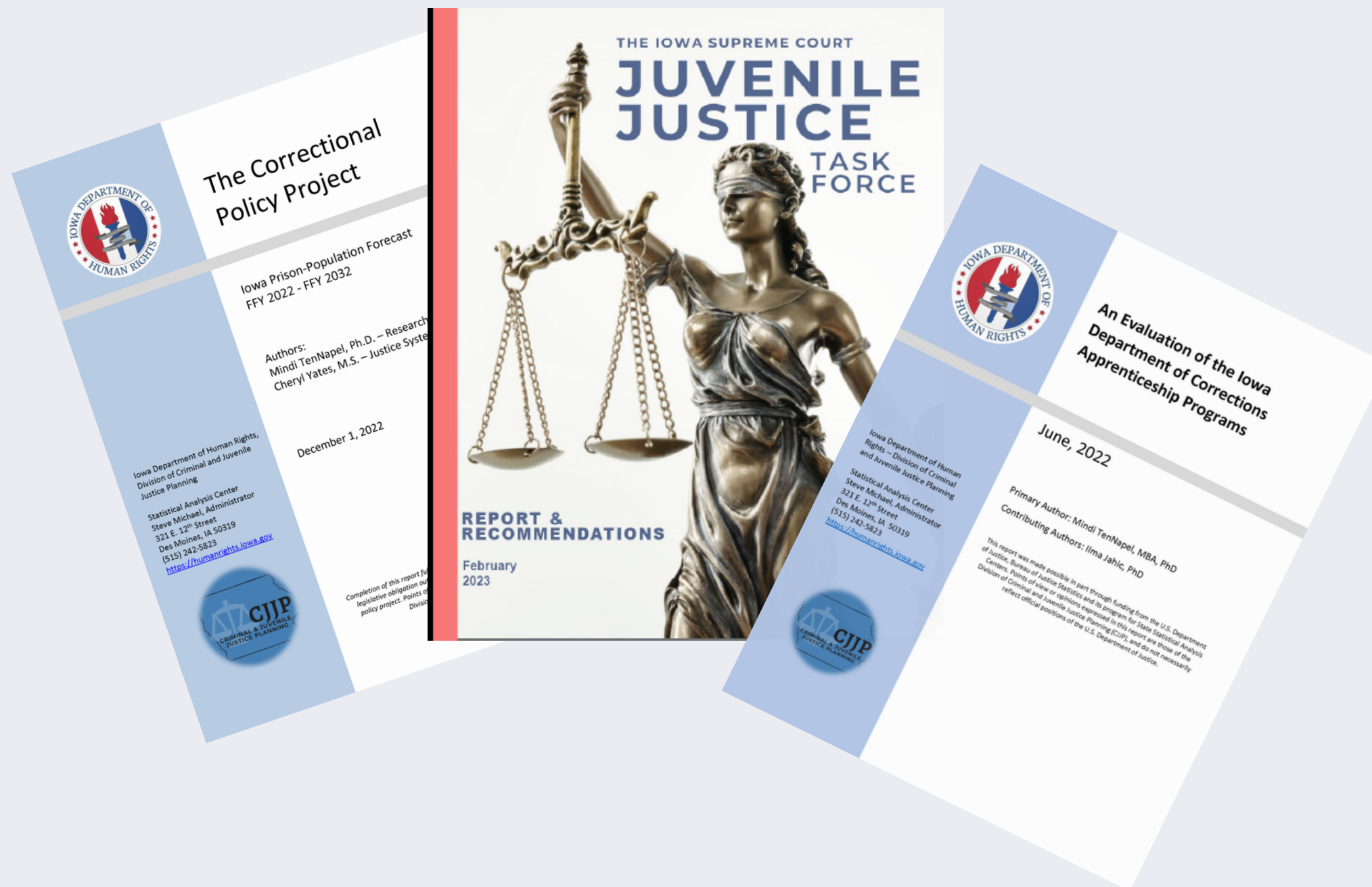


Criminal and Juvenile Justice Planning Division

Improving the criminal and juvenile justice system

Highlights

- **Iowa Supreme Court Juvenile Justice Task Force Report and Recommendations**
CJJP staff served on task force and work groups
- **Evaluation of Iowa DOC's Apprentice Programs**
Analyzed success metrics and recidivism rates
- **Juvenile Re-entry Navigators**
Support youth with disabilities who are transitioning from an out-of-home placement to their communities
- **Grants for communities and service providers**
 - Services for Black girls in or at risk of entering the juvenile justice system
 - Juvenile pre-charge diversion program



GOVERNMENT ALIGNMENT



Proposing to align DHR with HHS.

Opportunity to improve services for underserved lowans.

Will retain work of human rights, boards and commissions.

Seeking input from stakeholders.

Questions



humanrights.iowa.gov
