



IOWA DEPARTMENT OF HUMAN RIGHTS (DHR)

**Budget Presentation to
Administration & Regulation Appropriations Subcommittee**

Presented by San Wong, Director

February 14, 2017

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.

In pursuit of this mission, we will:

- administer state and federal programs to help low income families become stable and self-sufficient (Division of Community Action Agencies);
- utilize data to support public safety and to better understand trends in criminal and juvenile justice (Division of Criminal and Juvenile Justice Planning);
- assist Iowans of racial/ethnic minority groups, women and those with disabilities in individual and policy advocacy so they will have a fair and legitimate opportunity to obtain and create new jobs at all levels of business including corporate, manufacturing and entrepreneurship (Community Advocacy and Services Division); and
- promote positive youth development (PYD) practices throughout Iowa so all youth have positive experiences and opportunities, positive relationships with adults, and safe and supportive environments.

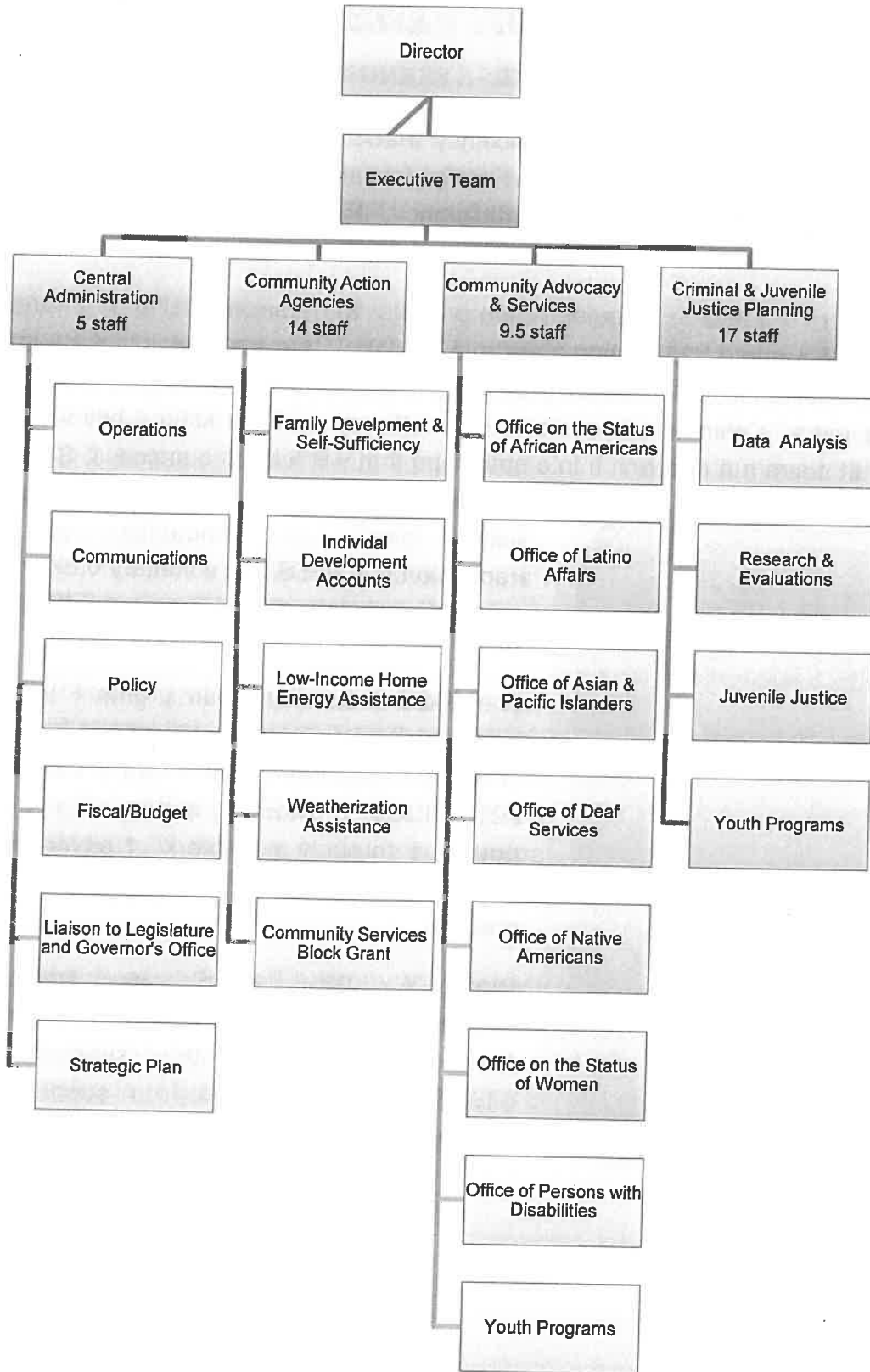
VISION

The Iowa Department of Human Rights (DHR) 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.

IOWA DEPARTMENT OF HUMAN RIGHTS



DIVISION OF COMMUNICATION ACTION AGENCIES

IOWA FaDSS

STRENGTHENING IOWA'S FAMILIES. STRENGTHENING IOWA'S ECONOMY.

Iowa's Family Development and Self-Sufficiency (FaDSS) Grant Program was created by the 1988 Iowa General Assembly to assist Family Investment Program (FIP) families with significant or multiple barriers reach self-sufficiency. FaDSS provides services that promote, empower, and nurture families toward economic and emotional self-sufficiency.

The foundation of FaDSS is regular home visits with families. Using a strength-based approach, FaDSS made 21,917 home visits in FY 2016. Core services include support, goal setting, and assessment. Assessment aids the family to identify strengths that they possess that may be used to eliminate barriers to self-sufficiency. Goal setting helps families break down goals that seem out of reach into small steps that will lead to success. Support is given in many ways such as referrals, group activities, linking families to communities and advocacy. Participation in FaDSS is a voluntary option for people receiving Family Investment Program (FIP) benefits.

**In FY 2016,
FaDSS families
earned total
wages of
\$5,418,708,
resulting in FIP
savings of
\$1,449,901.**

The FaDSS Council awards grants to agencies to provide family development services to families at risk of welfare dependence and family instability. In FY 2016, FaDSS provided services in all 99 Iowa counties through a network of seventeen grantees providing services to 3,319 families, including 5,896 children.

During FY 2016, FaDSS was funded with an appropriation of \$6,192,834 in TANF and state general funds. In addition, other supporting funds of \$1,296,481 were provided to supplement FaDSS services.

FY2016 - FaDSS SELECTED OUTCOMES

Increased Employment

- In FY 2016, 23% of FaDSS households had at least one adult employed at program entry. At exit, 49% of households had at least one adult employed.
- Over 1,600 families were involved in activities designed to increase work preparedness skills. These activities, provided by FaDSS, include resume writing, mock interviews, and assistance with completing job applications.

Increased Income

- In FY 2016, employed families exiting FaDSS increased their average monthly wages to \$1,252, a increase of \$591.

Decreased Family Investment Program (FIP) Payments

- At entry, families averaged \$377 in FIP payments. At exit, the average FIP payment for families was \$114, a decrease of \$263.

Achievement of Educational Goals

- Twenty-eight percent of adults in FaDSS lacked a high school diploma/GED or adequate literacy skills.
- FaDSS assisted families in achieving major educational goals:
 - 79 families completed a GED/HS Diploma
 - 77 families completed a certification program
 - 38 families completed an Associate's Degree
 - 11 families completed Bachelor's Degree

Increased Access to Services and Treatment - Domestic Violence

- Fifty percent of FaDSS families have a family member that is a current or past victim of domestic violence.
- In FY 2016, 480 FaDSS families had experienced domestic violence. Seventy-seven percent of those families accessed necessary and appropriate assistance.

Increased Access to Services and Treatment - Mental Health

- In FY2016, 1,416 adults had a substantiated mental health issue.
- In FY2016, 85% of adults with a mental health barrier accessed treatment.

Increased Access to Treatment - Substance Abuse

- In FY 2016, 481 adults had a substantiated substance abuse issue.
- In FY 2016, 85% of adults with a substance abuse barrier accessed treatment.

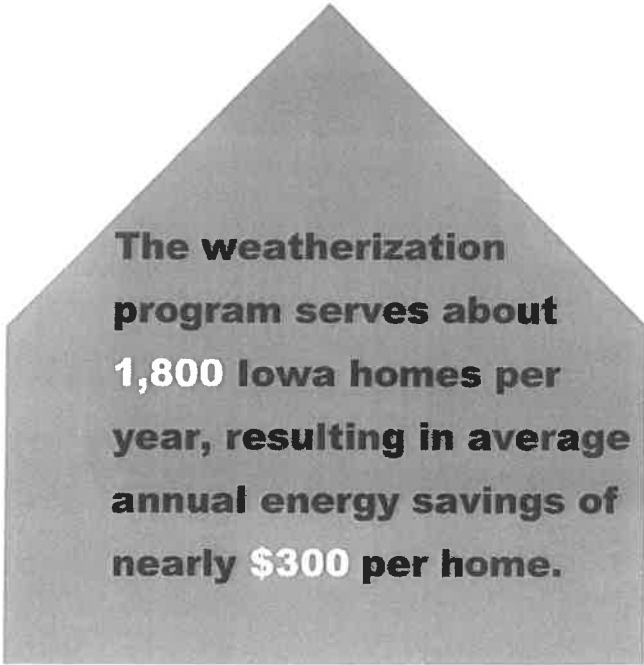
LOW-INCOME HOME ENERGY ASSISTANCE PROGRAM (LIHEAP) – FFY2016

Benefits are targeted to vulnerable households with low income and high heating costs; elderly; persons with disabilities; families with young children; and working poor (who often don't receive any other form of assistance).



WEATHERIZATION ASSISTANCE PROGRAM

The Iowa Weatherization Assistance Program celebrates 40 years of making Iowa homes more energy efficient and safe. The Weatherization Assistance Program is the largest residential energy efficiency program administered by the U.S. Department of Energy (DOE). Its purpose is to make the homes of low-income residents more energy efficient, reduce the households' energy bills, and improve the health and safety of the homes. The energy efficiency and health and safety work is done using the most advanced technologies and testing protocols available in the housing industry. States administer the program in accordance with DOE rules and regulations.



The weatherization program serves about 1,800 Iowa homes per year, resulting in average annual energy savings of nearly \$300 per home.

Serving about 1,800 homes per year results in approximately \$10.2 million in energy savings over the life of the measures installed. Between 1980-2012, the program weatherized nearly 142,000 Iowa homes, making energy more affordable, homes safer, and communities stronger.

Weatherization services are provided through local community action agencies and other providers in all 99 counties. The program employs 130 full-time energy auditors, inspectors, and support staff at local provider agencies, and utilizes hundreds of private contractors throughout the state to complete the work.

The most common measures installed in homes include attic, wall, and crawlspace insulation, heating system replacement, bypass sealing, infiltration reduction, and refrigerator and water heater replacement. All measures installed must be cost effective (pay for themselves over the life of the measure).

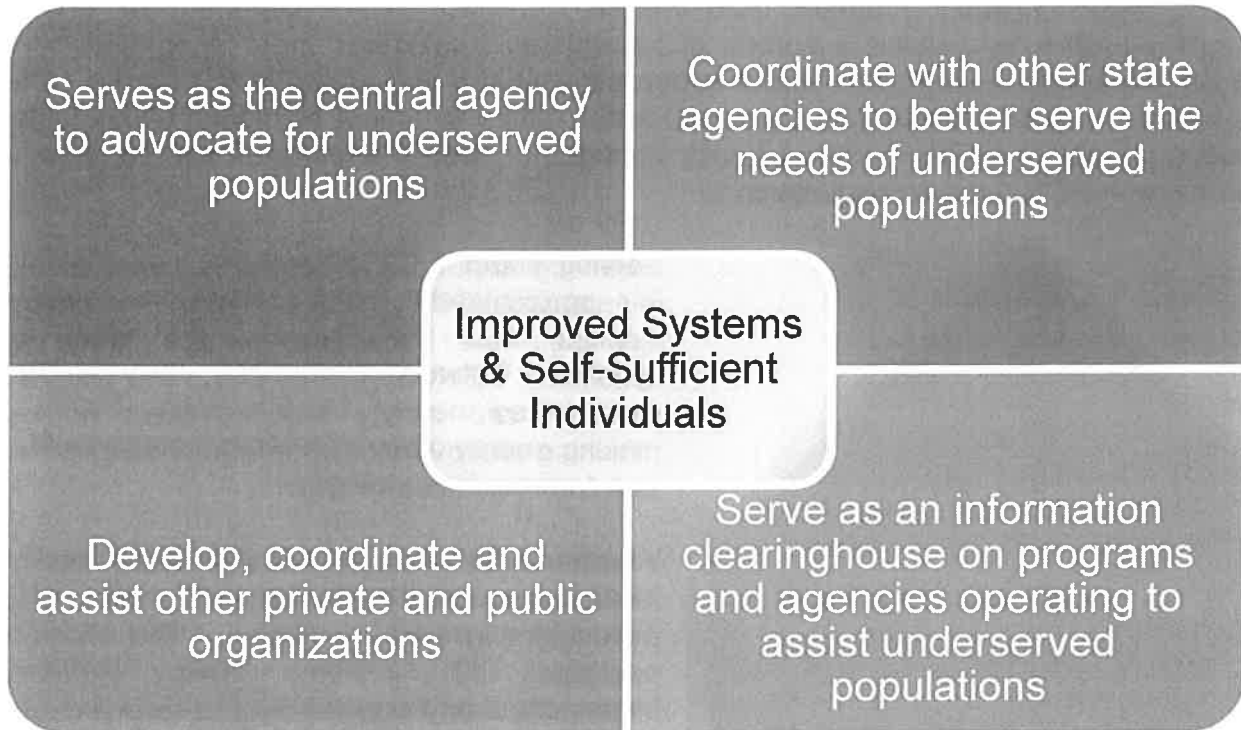
Health and safety issues are also key components of WAP. All combustion appliances are tested and unsafe appliances repaired or replaced (60% of homes). Necessary carbon monoxide or smoke alarms are installed in all homes. Indoor air quality issues such as mold and moisture are also tested and addressed. Residents are provided information on risks of lead-based paint.

Other non-energy benefits include improved client health, reduced air pollution (WAP reduces carbon dioxide emissions by an average of one ton per home), and retention of affordable low-income housing.

A household is eligible for the Weatherization program if the household is receiving Supplemental Security Income (SSI), Family Investment Program (FIP) Assistance, or if the household's annual income is at or below 200% of the federal poverty level.

COMMUNITY ADVOCACY AND SERVICES DIVISION

DUTIES IN IOWA CODE CHAPTER 216A

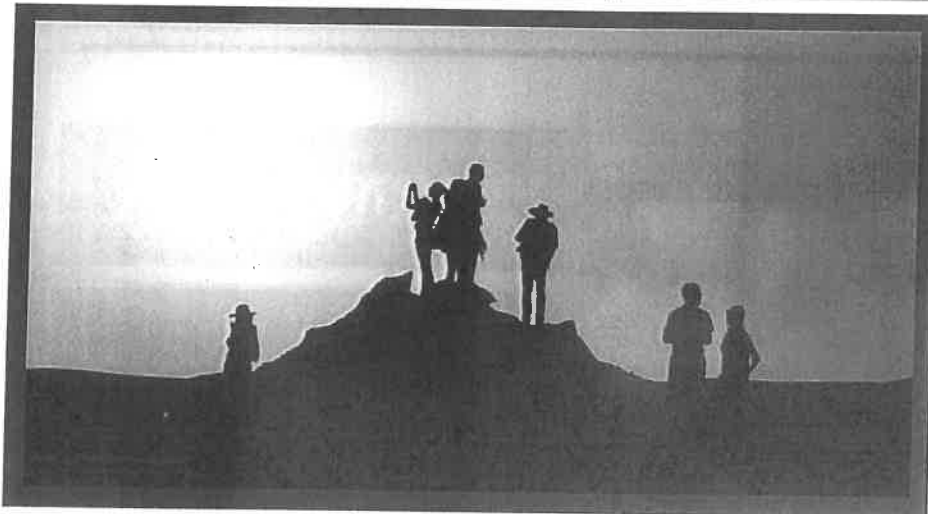




FY2016



Strategic Impact Report



**Iowa Department of Human Rights
Community Advocacy & Services Division**

<https://humanrights.iowa.gov/cas>

OUR GOAL



Our goal for an inclusive, equitable and just Iowa is achieved when we connect people to their government and to the state.

1. Civic engagement helps people develop their own capacity to become agents of change.
2. Language and communication access to state and local services removes barriers and makes available the tools for success.
3. Youth engagement builds resourcefulness by developing leadership and improving systems that impact young people.
4. Community connections magnify and elevate the issues, ideas, cultures and contributions of our communities to improve the way people connect with one another.

The "why" of our work is to improve access to the tools of prosperity.



80% of all Iowa 11th graders read at grade level but only 28% of English Language Learners read at grade level



3% of Iowans are African American but 25% of Iowans in prison are African American



\$54,000 is the average Iowa family income but in women-led households, the average income is \$23,000

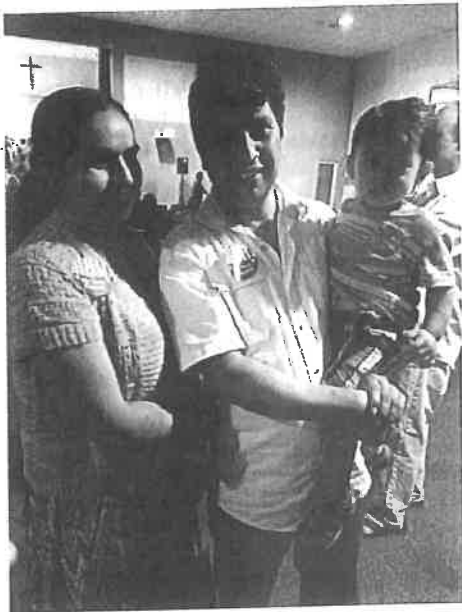
OUR WORK



No single program, policy or project can resolve these and other pressing human issues.

By building resourcefulness, we offer people greater access to all that Iowa has to offer. Taken as a whole, our effort to connect people to one another, and to their government, enhances the deep work necessary to bring success closer to everyone's reach.

CIVIC ENGAGEMENT



In total, more than 230 people were provided with training to become informed and motivated to participate in the civic engagement initiative.

In FY2017, we are expanding our training outreach and adding both board and commission membership training, as well as legislative advocacy to the program.

Building capacity for people to become agents of change in their communities.

We are building broad and deep understanding of the social and policy issues that connect us all, and helping people use that knowledge to change systems and transform communities. A robust pilot project was started in our Office of Asian and Pacific Islander Affairs to allow us to begin work and test results.

* Panel Discussion: Thirteen public participants heard from a panel of API leaders (API Commission Chair, Ben Jung; Swati Dandekar, Executive Director of the Asian Development Bank; and Miyko Hikiji, Candidate for Iowa Senate District 20; facilitated by Commissioner Yoshimura).

* Community Dialogue: Staff led discussion among 40 leaders in the API community about opportunities and issues with civic engagement. This Community discussion led to a call for a specific plan.

Community Planning Meetings allowed members of the community to work with staff to develop an actionable community plan for civic engagement. Results include:

* Receiving \$15,000 grant in partnership with Iowa Asian Alliance to enhance the civic engagement initiative in Iowa.

* Holding voter registration/education opportunities at 14 community-based events throughout the spring and summer; registered 300+ new voters.

* Partnering with ID Action (Iowa Disabilities Action) to develop voter education material, translating it in five main Asian languages spoken in Iowa (Burmese, Nepali, Lao, Vietnamese and Cambodian)

* Sponsoring candidate "soapbox" opportunities at two festivals, CelebrAsian and India Day.

My name is Uniq Saysinuan. I came to the United States in 1990 from Laos as a refugee with my parents and siblings. When staff from the Iowa Department of Human Rights came to the Lao temple to speak to our community about Civic Engagement, it was very interesting to me.

Their work on civic engagement struck a cord because I meet and see a lot of people who have been in the US for many years but are still isolated and disengaged. Some are still limited in English and many have other barriers. As a result, voting, attending public meetings and running for office is not at the top of their minds.

I love helping people, especially my own community. When staff asked me if I could volunteer and take a leadership role to help with voter registration and outreach, I didn't really have to think twice.

I met with staff to receive information, materials and orientation. I have been able to register 30 voters in just two weeks. I am also helping to translate flyers in Lao so my community has information about voting in their own language.

I am glad that I am able to help volunteer with civic engagement and voter registration efforts because I truly believe this will help to make our voice strong in the State of Iowa and in the nation.

Voter Registration



COMMUNICATION ACCESS



The Communication Access Task Force for Deaf and Hard of Hearing Iowans meets to identify specific gaps in access and collaborate with state agencies to implement solutions.

In FY2016, the Task Force identified the extended turn around time for the Deaf to receive acknowledgement of their service requests for job training. By working directly with other agencies, turn around time has been cut in half.

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

Issues of access are compounded when Iowans have 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 written process of government experience challenges when trying to connect with state and local agencies.

As state government manages continued budget and staffing constraints, the demand for our services to help people navigate government has increased.

The Language/Communication Access program has focused on two key targets:

1. Developing pathways for communities to work with DHR to identify important system improvement needs, for example:
 - *Multiple engagements with the Latino community resulted in a Welcome to Iowa brochure that lists state agencies, a short description of what they do and their contact information; available on-line in both English and Spanish
 - *The Commission of Latino Affairs is currently developing an online resource center with information and education about working with government
2. Developing excellent working relationships with other state agencies to be able to work within those agency structures for best possible outcomes for clients, for example:
 - *DHR was a vital partner in the development and facilitation of Iowa's Employment Conference, along with Iowa Workforce Development, Iowa Department of Education, Iowa Vocational Rehabilitation Services and the Iowa Department for the Blind
 - *400 people attended the "Purple Squirrel" Conference to connect with state and private providers who are working to educate Iowans and prepare them for employment

Building Success



In the work of government, language and communication challenges don't necessarily fit neatly into one category, but may come up in unexpected ways in a specific context or situation.

For example, an individual with hearing loss or limited English proficiency may experience communication challenges when confronting a medical problem in a doctor's office, yet is able to sufficiently converse in every day circumstances.

Individuals who have communication access issues often face barriers to accessing services and opportunities in government as well because the nuances, traditions and jargon are difficult to understand and translate.

For many, this communication access issue can result in difficulty attaining positive outcomes such as improved job earnings, occupational mobility, school performance, quality of health care received and ability to participate in civic and political life.

We work closely with individuals so they can receive language assistance when using services in government. We also help government organizations improve their systems to make information more accessible for everyone. Meaningful access to services improves life for all Iowans by enhancing the ability for all to fully engage and contribute.

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

When we provide youth who might not see themselves as leaders with opportunity to practice leadership, they can become change agents and contributors to a thriving community. To achieve this we are introducing traditionally under-served youth to leadership, career options and higher education opportunities through a number of initiatives including:

- The New Iowan Youth Leadership Program provides refugee and immigrant youth with exposure to leadership, volunteerism, community resources, career planning and integration to their new home in Iowa.
 - * Served 30 high school juniors and sophomores with the goal of offering the program annually in at least three locations throughout the state. Students attend two sessions a week, consisting of one classroom session and one field trip once a week.
 - * Included a service learning project where participants are divided into teams to identify, design and implement a specific community-based project.
 - * All students who participated subsequently enrolled in a technical training program or applied to attend a community college or university.
- Youth Leadership Forum provides leadership training for students with disabilities. Each year 40 sophomores, juniors and seniors with disabilities are selected to participate in a week long, residential leadership learning experience.
- Capitol Girls is a partnership with the Girl Scouts to bring high school girls from throughout Iowa to the state capitol to learn about the lawmaking and budgeting process.
- Build a Brighter Future – DHR and the U.S. Department of Labor partnered to provide panel discussions and training to more than 50 college students on a variety of topics related to financial planning, career and wage negotiation.

YOUTH LEADERSHIP



Social media is a key form of communication for connecting youth to our Department and the broader programs available from state government.

By creating a hub for communication at www.facebook.com/IowaDHRYouthPrograms/, we are able to connect youth with more resources, services and ideas than ever.

Youth from across Iowa participated in the first Youth Empowerment Day July 29th, 2016 at the State Capitol. This program was open to students in 8th-12th grade.

Young people who participated had the chance to interact with peers from different ethnic backgrounds and different parts of the state. Students attended from Ankeny, Bettendorf, Des Moines, Grinnell, Shenandoah, Waukee, and West Des Moines schools.

Students were able to learn about state and nonprofit organizations that provide services and resources to youth in Iowa by visiting informational tables in the rotunda.

Four interactive workshops were provided for youth to learn about Social Media Safety, Healthy Relationships, Paying for Post-Secondary Education and about their Rights as Teenagers.

Tienna Trettin, participant from Bettendorf High School said, "They showed us that our "childhood" lives made a big difference for our future in Iowa."

For FY2017, the goal is to expand the YEP offering around the state in partnership with local civic and human rights departments.

Youth Empowerment



COMMUNITY CONNECTIONS



We are continuing to develop and improve an on-line platform for Iowans to share their experiences with culture, immigration, language, family and the other connections that make us both unique as individuals and common as members of a community.

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

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

- * Making information about our work and the work of our partners more easily accessible. We streamlined the delivery of messages to the audiences we serve and as a result, we have grown our subscribers. By offering website visitors the chance to subscribe and by creating customized content, we are better able to deliver the information people need.

- * Connecting with affinity groups and service providers to amplify our messages and build a strong base of knowledgeable people around the State. Team members have actively participated with more than 150 different state and local organizations throughout the last year.

- * Engaging in critical conversations and sharing the stories of Iowans; connecting the value of people and their experiences to one another by:

- * Sponsoring Immigrant Heritage Month stories to celebrate how Iowa's history and future is tied to immigration.

- * Hosting cultural celebrations and educational events such as Martin Luther King, Jr. Day; celebrating a leadership message and bringing together all members of the community to reflect on Dr. King's message of human rights, inclusion and peace. This year's message was Injustice Anywhere is a Threat to Justice Everywhere.

- * Holding video contests for young Iowans to share their connections to our history and our future through Write Women Back into History and Martin Luther King Jr. Call 2 Serve Contest.

- * Hosting the annual Iowa Women's Hall of Fame to recognize the contributions of women to Iowa.

During the last half of fiscal year 2016, our Community Connections team implemented the GovDelivery listserv/newsletter service to provide information to and about each of the communities our Division and the entire Department serves.

The team developed a manual for staff and trained all Division staff and others within the Department on how to use this tool to connect with the populations we serve.

From implementation in early June 2016 to the end of that month, over 9400 members of the public signed up to receive e-mail communications from the Community Advocacy and Services Division through GovDelivery.

Through the new technology, our staff are now able to reach and mobilize thousands of our constituents with a click of a button.

Our Community Connections and Youth Leadership team also worked together to develop and manage a new Facebook page for our Iowa Department of Youth Programs to reach the youth populations we serve and the teachers, mentors, parents, counselors and community leaders who support youth leadership programming.

Plans for fiscal year 2017 include the implementation of Facebook pages for all of the offices within the Community and Advocacy Division.

New Media



News from the Office on the Status of Women

Coffee with a Commissioner

Join us every month for an interview with one of the commissioners of the Iowa Commission on the Status of Women to learn more about how and why they got involved in women's advocacy. Each month we will focus on a different commissioner.

This month, I had the pleasure of interviewing Elizabeth Coonan, Vice Chair of the Iowa Commission on the Status of Women to talk about her role, her work, and the "why" behind the work she does with the Commission.

Elizabeth Coonan

Vice Chair, Commission on the Status of Women

How long have you served on the Iowa Commission on the Status of Women?
Since 2011

What was one of the things that called you to serve on this specific Commission?

I saw the ICSDW as an opportunity to apply what I had learned through my experiences locally to serve the women and girls



OFFICES AND COMMISSIONS

The Division of Community Advocacy and Services houses the state's central agencies to advocate for populations, coordinate and cooperate with other departments, provide direct assistance to those who request it, coordinate with and assist other public organizations, and serve as an information clearing-house of programs to assist our populations.

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

FY2016 Results at a Glance

2,700

Iowans assisted to achieve their goals

We are a place in government that examines life in Iowa from many different points of view.

230

New voters registered & trained

The Offices and Commissions on the Status of African Americans, Asian & Pacific Islander Affairs, Deaf Services, Status of Women, Persons with Disabilities, Native American Affairs, and

Latino Affairs join together to reach human-level decisions that result in a richer life for all Iowans.

183

Non-traditional youth involved in leadership programs

84

Businesses assisted to better serve customer & employee needs

9,400

People connected on social media

100%

Youth involved in New Iowan program enrolling in higher ed

9/53

Staff and Commissioners engaged with Iowans everyday to improve lives

OUR TEAM

IOWA DEPARTMENT OF HUMAN RIGHTS - COMMUNITY ADVOCACY AND SERVICES

San Wong, Director, Iowa Department of Human Rights

Monica Stone, Deputy Director/Division Administrator, Community Advocacy and Services

Jill Avery, Offices of Persons with Disabilities; Deaf Services; and Native Americans

Kim Cheeks, Office on the Status of African Americans; Community Connections Co-Lead

Kristen Corey, Office on the Status of Women; Community Connections Co-Lead

Page Eastin, Office of Persons with Disabilities

Lynsie Hanssen, Office of Persons with Disabilities

Stephanie Lyons, Office of Deaf Services

Sanjita Pradhan, Office of Asian and Pacific Islander Affairs; Civic Engagement & Language/Communication

Access Lead

Sonia Reyes-Snyder, Office of Latino Affairs; Youth Leadership Lead

Linda Scott, Secretary

COMMISSIONERS

Commission on the Status of African Americans: Clair Rudison, Veronica Sutton, Kenneth Morris, Jr., Rita Davenport, Dr. Ahmadu Baba-Singhri, Michael Hulme, Miranda Mathis

Commission of Asian and Pacific Islander Affairs: Benjamin Jung, Albert Liu, Karlai W. Thornburg, George Youi Sayavong, Michelle Yoshimura, Peggy La, Jo Matibag

Commission of Deaf Services: Nathaniel Garrels, Mary H. Dyer, Mark C. Herch, Christina Herrin, Jennifer Keaton, William Felderman, Michael Ballard

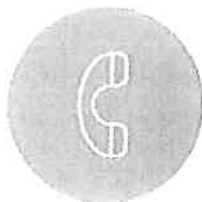
Commission of Latino Affairs: Michelle Reuss, Sal Alaniz, Jr., Alejandro Pino, Juan Rodriguez, Jeannette Martinez, Marlu Abarca, vacant

Commission of Native American Affairs: Karen Mackey, Crystal Davis, Vicky Apala-Cuevas, Joe Dan Coulter, Kelly Montijo Fink, Timothy Perkins, Dirk Whitebreast, Dawn Buffalo, three vacant

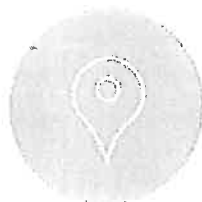
Commission of Persons with Disabilities: Michelle Ray-Michalec, Laura Jean Herrity, Gary Schriver, David Bert, Joe Hickey, Prakash Kopparapu, vacant

Commission on the Status of Women: Elizabeth Coonan, Phyllis Peters, Rachelle C. Hunt Russian, Sherill E. Wisenand, Tom Carnahan, David Gudenkauf, Sean Bagniewski

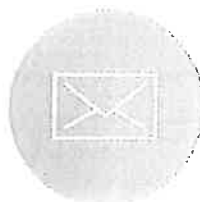
GET IN TOUCH WITH US



515/281-3164



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321 E. 12th Street
Des Moines, Iowa



Contact us at:
<https://humanrights.iowa.gov>



[facebook.com/
iowaDHRYouthPrograms](https://facebook.com/iowaDHRYouthPrograms)

IOWA DEPARTMENT OF HUMAN RIGHTS BUDGET

Division	SFY2017 Original Appropriation	SFY2017 Adjustment	2017 Adjusted Appropriation	2018 & 2019 Gov Recommendations
Central Administration	223,029	(8,921)	214,108	213,550
Community Advocacy and Services	1,022,782	(6,378)	1,016,404	979,314
Criminal and Juvenile Justice Planning	1,260,105	(72,272)	1,187,833	1,206,551
Totals	\$ 2,505,916	(\$ 87,571)	\$ 2,418,345	\$ 2,399,415

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



**Iowa Department of Human Rights
Responses to Questions from
Administration & Regulation Appropriations Subcommittee
February 14, 2017**

A. Division of Community Advocacy & Services

1) How do the various Commissions under the DHR function? Besides meeting on quarterly basis, what other activities are each of the Commissions involved in?

All 53 members of the seven Community Advocacy and Services Division Commissions (Status of African Americans, Asian and Pacific Islander Affairs, Deaf Services, Latino Affairs, Native American Affairs, Persons with Disabilities and Status of Women) share a focus on achieving long-term economic, social and cultural equity for Iowans who are traditionally under-represented in government.

In the last year, Commissions and Offices have come together to identify four cross-cutting strategy areas that act as a focal point for much of our work. These are: Civic Engagement, Youth Empowerment, Community Connections and Language/Communication Access. Each Commission's work has contributed to measureable success in these areas.

In addition to four quarterly public meetings, Commissions hold additional public meetings as necessary to conduct business, host public input forums to understand community needs and inform policy recommendations, develop policy recommendations and host community events/educational opportunities. Importantly, they also provide information and perspective from their area of expertise, as well as the region of the state where they live, to the Department for use by the Department in prioritizing its work.

Specific examples of the Commissions' work include:

- Hosting panel discussions where community leaders and community members come together to examine how to become more deeply involved in the community through volunteerism and public participation.
- Recognition events to inspire future generations, such as the Iowa Women's Hall of Fame.
- Establishing quarterly resource fairs and a web site that brings together regional and local service providers in one location to assist community members in a variety of areas such as career training, higher education or child care.
- Offering training for community members on how to connect with state and local leaders to offer input into public policy.

Each Commission is supported in its work by a member of DHR's professional staff (about 50 hours per month for each Commission). Staff members collaborate with Commissioners to provide data analysis to inform Commission actions and policy statements; research local, state and national resources and trends; staff meetings and events; facilitate communication between other organizations, individuals and commissioners.

C. Community Advocacy & Services Division

Your department has 7 different offices (people groups) that you administer.

1. How do their needs differ?

Each of our populations has a different way of connecting, or lacking connection, to success and self-sufficiency.

While all of the populations share many common barriers to self-sufficiency, each population experiences those barriers in a unique way – and often times the solution to those barriers may be different by population. When needs differ, we are equipped to deliver targeted solutions. When needs are the same, we bring people together and create broad-based solutions for all.

For example:

- While Caucasian and Asian-American students as a group attain better reading and math proficiency, the challenges for Asian-American English Language Learners is significant, and different from the challenges of African American students or second generation Latino/a students.
- Women generally enjoy high educational achievement and employment rates, but households where the woman is the only income earner are far more likely to be in poverty. Latinos have rates of employment similar to Asian-Americans, but have significantly lower incomes on the whole.

2. How do you effectively help them with outreach and informational assistance?

The Department leverages the time of its limited full time staff by focusing our attention in two ways:

- i. We spend the bulk of our time working within state government, in local government, with businesses and with local agencies to change how systems impact groups of people.
 - a. For example, Deaf community members were having difficulty accessing job training programs. This added to already high levels of unemployment and ancillary issues. In examining why this challenge spiked, we discovered that training providers and businesses were generally unaware of opportunities to use technology to provide interpretation (such as video phones or on-line interpreting services). By widely disseminating the availability of technology solutions, we were able to help change the systems in which Deaf individuals seek job training and employment.
- ii. We have professional staff and volunteer commissioners who are deeply connected in their community, and with population-based organizations; they also field requests for direct services when lowans run out of options to resolve their issues.
 - a. Staff, commissioners, and those requesting assistance help us keep a pulse on community needs, and to identify where gaps exist.
 - b. Staff and commissioners collaborate to hold community forums, host events, provide education, and deliver electronic and in-person information.

million from the US Department of Energy for the Weatherization program. The Weatherization program is also funded with approximately \$6.3 million in funding from Iowa's investor owned utilities. DCAA also administers the Community Services Block Grant that funds local community action agencies in Iowa. In FY16, the CSBG award was \$7.1 million.

2. This has been a mild winter. Will there be excess LIHEAP funds this year?

No. Through the month of January, the program has approved 67,096 applications, almost exactly the same as last year (67,112). However, so far this year, Iowa has received \$5.5 million less in funding than last year (\$53.1 last year vs \$47.6 so far this year). Due to the short term Continuing Resolution passed by Congress to keep the government running through Apr. 28, the program has received only 90% of our funding. We don't know what Congress will do to fund the remainder of the fiscal year that ends Sept. 30. If we end up with less funding than last year, we could potentially run out of money before the end of the program year. If we receive our full funding, we will finish the year on budget.

In addition, the Iowa Utilities Board reports that over 363,000 households in Iowa had past due accounts with their utility provider in December, and those households owed over \$66 million, an all-time high. We anticipate high demand for the program when the winter moratorium on disconnection expires Apr. 1 and households facing disconnection seek assistance. This will likely place additional demand on the program.

3. How does your office supervise the distribution of those funds?

LIHEAP funds are contracted to the 17 community action agencies that have outreach offices in all 99 counties. Funds are allocated by a formula based on a five year rolling average of applications approved. The contract details how the funds can be used. DCAA monitors contract expenditures of each agency through monthly reporting to our agency. We also conduct on-site reviews of the financial and program operations of each agency annually. We also require each agency to undergo an independent audit and provide the results of the audit to our agency for review.

4. Who makes sure those funds get to the people who need the help?

DCAA submits a State Plan each year that must be approved by the US Department of HHS that details how we will administer the program in accordance with all federal rules and guidelines, including eligibility guidelines. The program targets households that have elderly or disabled residents, young children, or a very low income.

DCAA contracts with local community action agencies to conduct outreach activities, eligibility determination, and payment of benefits to utility companies. DCAA monitors local agency performance on a monthly basis to ensure compliance with financial requirements and program rules. DCAA also conducts annual on-site reviews of the program at each local agency.



**Iowa Department of Human Rights
Division of Criminal and Juvenile Justice
Planning**

**Budget Presentation to Justice Systems
Appropriations Subcommittee**

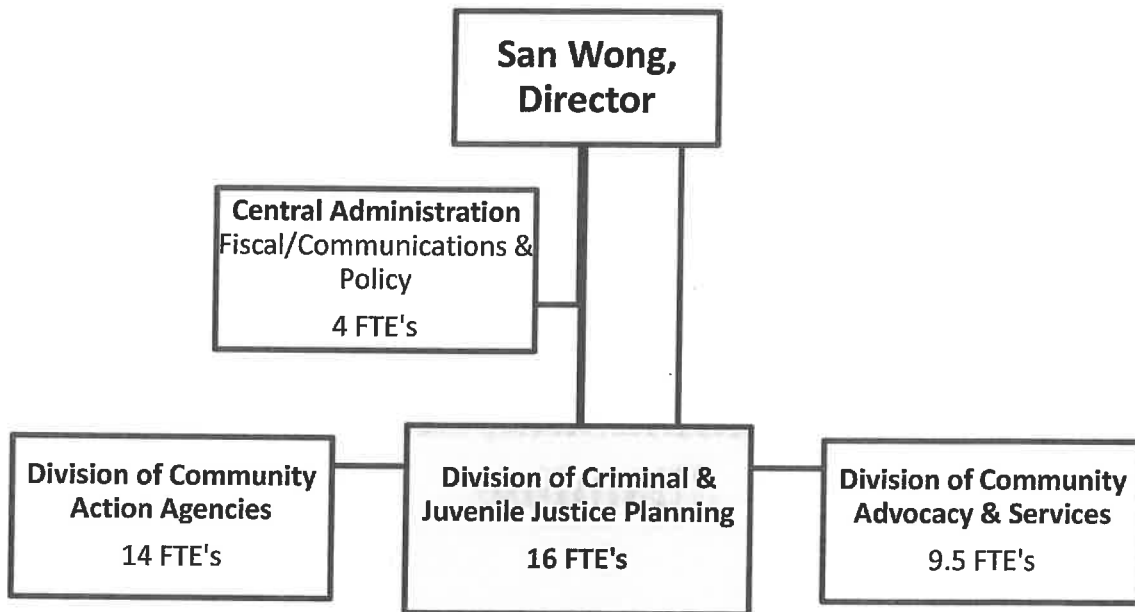
February 1, 2017

Steve Michael, Division Administrator
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Iowa Department of Human Rights

<https://humanrights.iowa.gov/>

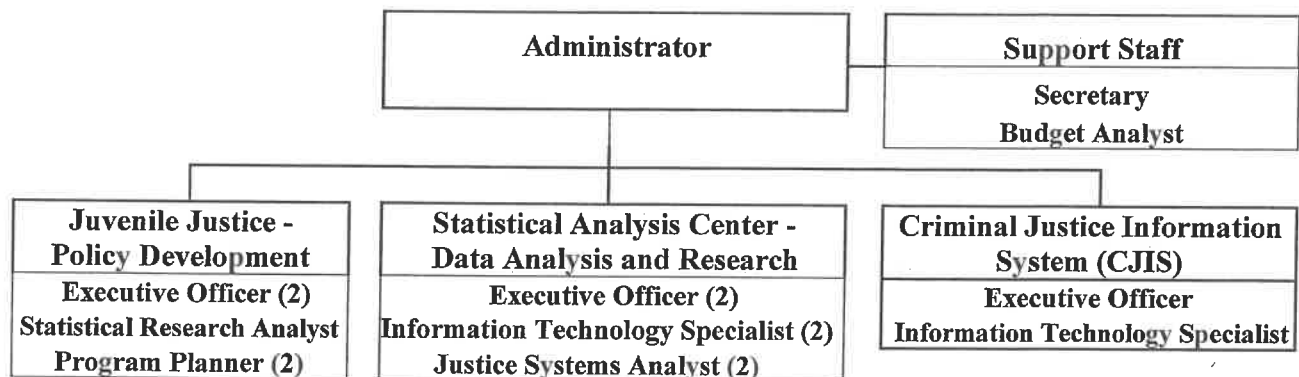
Table of Organization



The Division of Criminal and Juvenile Justice Planning (CJJP) was placed in the Department of Human Rights (DHR) when it was established in 1987, in Iowa Code Chapter 216A, Subchapter 9. CJJP's placement in DHR was intended to ensure neutrality and independence from operational justice system agencies in conducting research and evaluation activities.

Division of Criminal and Juvenile Justice Planning

Table of Organization



CJJP General Fund (GF) Appropriation and Governor's Request

	Actual FY2016	Appropriated FY2017	Governor Recommendation FY2018
Criminal and Juvenile Justice Planning	\$1,254,009	Original: \$1,260,105 Reduction: <u>\$72,272</u> Actual: \$1,187,833	\$1,206,551 Reduction of \$53,554 from original 2017 appropriation (- 4.25%)

The table below shows actual CJJP expenses in FY16, along with the source of funds. Most of the federal support is passed through to local justice system agencies, with CJJP providing technical assistance, fiscal and programmatic oversight, and management of the projects.

CJJP FY16 Actual Resources

	General Fund	Federal	State and private agencies	*Information Systems	Total
CJJP Resources	\$1,254,009	\$807,438	\$674,562	\$1,555,977	\$4,291,986

*Includes \$1,367,952 Criminal Justice Information System and \$188,025 Justice Data Warehouse expenditures funded by Technology Reinvestment Fund.

CJJP Funding History

	CJJP GF Appropriations
FY2011 Original	\$1,284,725
FY2011 Revised	\$1,141,883
FY2012	\$1,023,892
FY2013	\$1,100,105
FY2014	\$1,260,105
FY2015	\$1,260,105
FY2016	\$1,260,105
FY2017	\$1,187,833*
Governor's Recommendation FY2018	\$1,206,551

*With anticipated reduction

CJJP PURPOSE

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

CJJP is the Iowa Statistical Analysis Center (SAC) and is responsible for:

- research,
- data management and analysis
- policy analysis,
- program development

CJJP also administers federal grants to fund local and state projects:

- Provide services to juvenile offenders and improve Iowa's juvenile justice system
- Plan and develop improvements to the juvenile justice system:
 - SMART on Juvenile Justice – Develop a comprehensive strategic plan to improve outcomes for youth in the juvenile justice system and to decrease racial and ethnic disparity.
 - Girls in need of secure level of care and treatment
 - Reentry from group care and the state training school for all juvenile offenders
 - Juvenile Justice Reform and Reinvestment Initiative
- Improve quality of Uniform Crime Report (UCR) data
- Develop public access portal for aggregate criminal justice data

These activities assist policy makers and all justice system agencies (e.g. Department of Corrections, Judicial Branch, Department of Public Safety, Governor's Traffic Safety Bureau, and Department of Human Services) and others to identify issues of concern and to improve the operation and effectiveness of Iowa's justice system. All of these activities are in partnership with additional agencies and systems.

The overarching theme to CJJP's Purpose is –
**Working together to improve the systems through
Partnerships and Collaboration.**

CJJP COUNCILS and BOARDS

- Criminal and Juvenile Justice Planning Advisory Council
- Public Safety Advisory Board (established 2010)
- Sex Offender Research Council (established 2005)
- Juvenile Justice Advisory Council
 - Disproportionate Minority Contact (DMC) Subcommittee
 - Task Force for Young Women
- Iowa Collaboration for Youth Development Council
- Criminal Justice Information Systems (CJIS) Advisory Council

Each council and board has state and local representatives who have a passion for improving Iowa's justice system. These groups are Iowa's justice "**think tanks**" that identify issues and steer the direction of CJJP's research, studies, and policy issues. Examples of documents and annual reports created at the behest of these think tanks:

- 2016-2026 Prison Population Forecast
- Public Safety Advisory Board (PSAB) Annual Report
- Criminal and Juvenile Justice System Plan – Annual Update
- Sex Offender Research Council (SORC) Annual Report
- Legislation Monitoring Report

Access these reports and additional information:
<https://humanrights.iowa.gov/CJJP/publications>

DATA AND INFORMATION SYSTEMS INNOVATIVE PROJECTS

Easy Access to Adult Criminal Data (EZAACD) <http://dev.ncjj.org/EZAACD/>
Iowa EZAACD provides access to multiple years of adult court disposed charges and convictions, including information on the judicial district, county, age, sex, and race of defendants, and charge details (level, type and subtype). All results are provided in aggregated, crosstab tables. For more specific information please contact CJJP for assistance.

Justice Data Warehouse (JDW)

Justice Data Warehouse provides information and statistics to support policy decisions on justice system activities to the Judicial, Legislative, and Executive branches of State government and other entities.

The sharing and gathering of data collection systems from Department of Corrections, Department of Human Services, Judicial Branch, Department of Public Safety, and Department of Transportation allows CJJP to provide better data and information for analysis and policy development.

Criminal Justice Information System (CJIS)

CJIS is a statewide integrated criminal justice information system that has enabled automated sharing of information in a common format between state, local, and federal criminal justice agencies including the Departments of Corrections, Transportation, Public Safety, and Natural Resources, the Judicial Branch, the Attorney General's Office, County Attorneys, Sheriffs' Offices, and local law enforcement. CJIS also links with the FBI's NDex exchange.

In a typical month, CJIS performs over 260,000 separate secure information exchanges between justice entities. State, county, and local agencies have come to rely on CJIS practices in order to make their agencies more effective and efficient, and to better serve the public.

The goal of the project is to enter criminal justice data once, and then share the data automatically with other criminal justice agencies.

WHAT IF... If asked, what is the best way to improve the justice system and reduce recidivism?

- Keep children and parents engaged in school
- Prevention and early intervention initiatives – divert low risk offenders from the justice system
- Utilize validated risk assessment tools
- Predictive Analysis – Use data and new tools to predict future events (or look at past and present events too). Analysis could assist with future trends, behavior patterns, or provide more detail on decision making.
- Effective and efficient programs and services for offenders

HOW TO...

SMART on Juvenile Justice - A multi-agency statewide planning team (SMART Leadership Team) will develop a comprehensive plan to provide a holistic approach aimed at improving outcomes for youth in the juvenile justice system, establishing fully standardized policies and practices and ensuring that services for youth are high quality and effective. **The goal is for *the right youth to receive the right service at the right time, leading to improved outcomes for youth.***

Results First – Cost Benefit Model – In 2012, the Department of Corrections (DOC) launched Results First in Iowa that evaluated adult corrections programs and calculated the rate of return on investment in three program areas: institutional programs, community programs for prison releases, and community programs for higher risk probationers. Based on the results, changes were implemented to improve services for offenders.

In addition to adult correctional services, Results First has the capability to be used in other policy areas including juvenile justice, child welfare, mental health, early child education, and substance abuse. CJJP is well positioned to assist DOC in future Results First assessments and expand the use of Results First to other policy areas. The PSAB continues to support the use of the Results First cost-benefit model to evaluate criminal justice programs.

Juvenile Justice Reform and Reinvestment Initiative (JJRRI)

CJJP is one of three national demonstration projects that implemented the Juvenile Justice Reform and Reinvestment Initiative (JJRRI). This initiative uses the Standardized Program Evaluation Protocol (SPEP) to gauge the likelihood of recidivism reduction among services provided to delinquent youth. SPEP is a tool derived from meta-analytic research that compares existing juvenile justice services to the characteristics of the most effective services found in the research and evaluates the quality of the services provided in Iowa.

The service providers have 18 months to implement recommendations from the individualized Program Improvement Plans (PIP). The subsequent SPEP score measures changes in the quality and effectiveness of the services. JJRRI is continuing, and has expanded from the initial three pilot judicial districts to the Fourth and Fifth Judicial Districts, with the goal to be statewide by 2018, if funding is available.

Iowa Department of Human Rights
DHR Day

Legislative Breakfast

February 23, 2017

7:00 a.m. – 9:00 a.m.

State Capitol, Rotunda
Des Moines, Iowa



*Celebrating
30 Years*

1987-2017

Various commission and board meetings will be held later the same day. More information will follow.

Contact:

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Commissions

- Commission of Asian and Pacific Islander Affairs
- Commission of Deaf Services
- Commission of Latino Affairs
- Commission of Person with Disabilities
- Commission of Native American Affairs
- Commission on the Status of African Americans
- Commission on the Status of Women
- Commission on Community Action Agencies

Boards & Councils

- Department of Human Rights Board
- Criminal and Juvenile Justice Advisory Council
- Juvenile Justice Advisory Council
- Sex Offender Research Council
- Public Safety Advisory Board
- Iowa Collaboration for Youth Development