



Iowa Department of Human Rights

We Grow Opportunity

FY 2015 Annual Report

Submitted to

The Honorable Governor Terry E. Brandstad

and

The Iowa General Assembly

December 1, 2015

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Mission	<p>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 lowans 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.</p> <p>In pursuit of this mission, we will:</p> <ul style="list-style-type: none"> • administer federal programs to help low income families (Community Action Division); • utilize data to support public safety and to better understand trends in criminal and juvenile justice (Division of Criminal and Juvenile Justice Planning); • assist lowans 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	<p>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.</p>
Purpose Statement	<p>The Iowa Department of Human Rights will advocate for underrepresented lowans and foster hope within our communities by educating individuals, businesses and government entities about the needs, rights and responsibilities of all lowans. As a state agency, we have a special responsibility to ensure accessibility to government in order to improve lowans' quality of life.</p>
Statutory Provision	<p>For more information, please see Iowa Code Section 216A.</p>

Letter from the Director

As the state's population and demographics change, it is more important than ever for the Iowa Department of Human Rights (DHR) to be a critical resource in meeting the diverse needs of underrepresented populations. Access to services and information resources is essential for all people, particularly those who experience language barriers; cultural or social isolation; economic inequity; ethnicity or immigrant status; disability/special needs; or barriers to education, employment, and housing. In helping to remove these barriers, DHR administers a broad range of programs in connection with policy analysis, advocacy, research, communications, constituent services, community outreach, and data collection and analysis.

We contribute to the communities through programs that invest in individuals' skills and empowerment through advocacy and awareness programs. We provide support for families by building on their strengths, linking them with opportunities to training, employment, and other critical resources that enable them to lead productive lives.

This report contains information on the department's operations, activities, challenges, and achievements. However, just as important are instances of how we helped people improve their own lives. In the subsequent pages are examples illustrating the positive impact DHR has on the communities we serve, whether it focuses on an individual, a group, or a larger population. We are proud to make a personal difference in the lives of Iowans and deliver positive impact by helping them:

- achieve economic independence;
- access available programs and services;
- become more educated;
- contribute to, be more engaged, and become leaders in the community;
- secure employment; and
- be healthy, safe, and protected.

Impact can also be measured at higher levels such as dollars saved, reduced burdens on the state, or benefits to society that occurred as a result of our programs.

It is an honor to serve the citizens of the great state of Iowa. Our state is fortunate that our staff, commissioners, and collaborative partners have the experience, dedication, and passion to continue the important work of protecting the well-being, interests, and rights of our communities.

Sincerely,

San Wong
Director

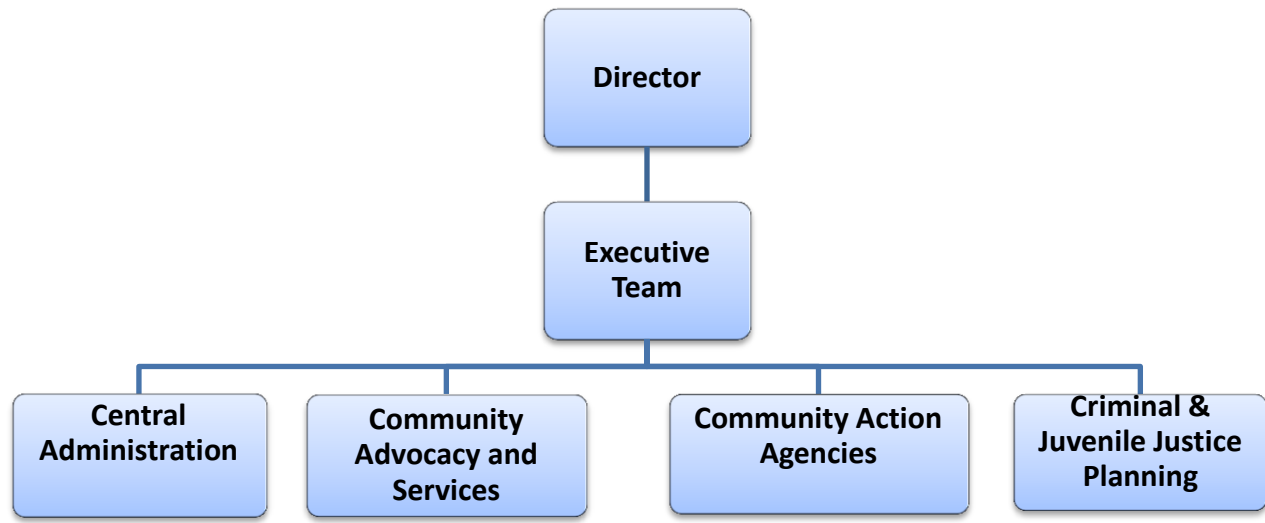
The Iowa Department of Human Rights (DHR) is a state agency established under Iowa Code Section 216A with a mission to ensure basic rights, freedoms, and opportunities for all by empowering underrepresented Iowans and eliminating economic, social, and cultural barriers. We help individuals attain economic independence by ensuring access to government services and advancing educational achievement and entrepreneurial success consistent with their aspirations.

The Department represents Iowa's most vulnerable citizens – families in poverty, persons with disabilities, the deaf and hard of hearing, minorities, and women. While these individuals are often overlooked, the governor's goals cannot be fully achieved while leaving Iowa's underserved populations behind. Minority children are more likely to end up in the justice system for the same offenses committed by their non-minority classmates, having a direct impact on the education system. Under-represented Iowans have a higher instance of poverty, and raising their family incomes 20% would have a disproportionately *positive* impact. Persons with disabilities, deaf Iowans, minorities, and women all benefit from a robust workforce. The Governor's Office and the Iowa Legislature are positioned to provide positive change for those who need it most.

We serve underrepresented Iowans through collaborations and partnerships within government and in communities across Iowa. Whether as catalyst for change or trusted supporting partner, we have a keen recognition that partnerships and leveraging resources is fundamental to our success and as we continue to identify opportunities where DHR's resources can benefit underserved Iowans in significant and measurable ways. Ever mindful of our responsibility to operate as a state agency that makes prudent, wise, and leveraged use of our resources, the priority remains to make a meaningful difference in the lives of people in the areas in which we work.

Through administering programs to fight poverty in Iowa communities, utilizing data to support public safety and to better understand trends in criminal and juvenile justice, and assisting and advocating for Iowans of racial /ethnic minority groups, women and those with disabilities, DHR is a critical resource for all Iowans.

Table of Organization



- Public Information
- Policy Coordination
- Administrative rules coordination
- Fiscal Services
- Budget development and tracking
- Personnel/human resource functions
- Strategic planning
- Liaison to DHR Board

- Advocate for and empower underrepresented lowans by eliminating barriers
- Develop and facilitate culturally specific training
- Provide information and referral services to citizens, state agencies, and the business community

- State and local grants management
- Training and technical assistance to community organizations
- On-site program monitoring of grantees

- Operate Justice Data Warehouse
- Manage the Criminal Justice Information System (CJIS)
- Distribute federal juvenile justice funds to local jurisdictions
- Analyze and evaluate justice system operations

Challenges

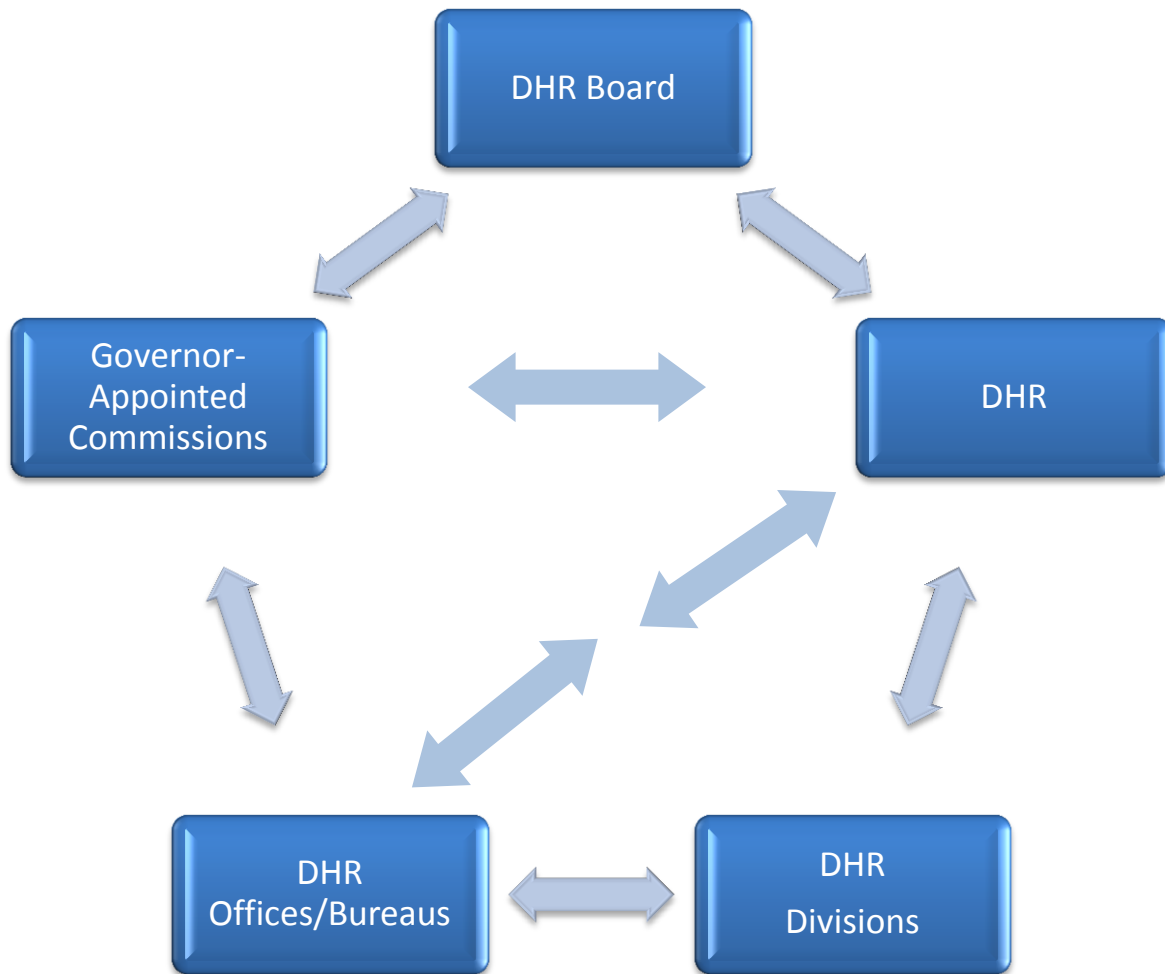
The Iowa Department of Human Rights (DHR) is committed to help Iowa families be educated and self-sufficient who, in turn, will participate in and contribute to our state's success. The department faces some financial challenges. In FY2017, we estimate that 78% of our state appropriation will pay for employee salaries and benefits. We continue to absorb mandatory salary and other administrative increases.

If staff reduction is necessary, vulnerable groups would be in danger of losing access to the valuable services that we provide. The result would be a reduction in information and referral, coordination of state and local sources, education and technical support to other state agencies, and services to achieve self-sufficiency.

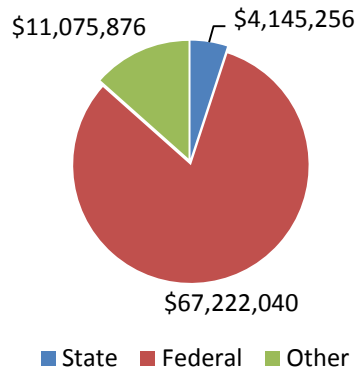
Although many people face a single challenge, vulnerable populations frequently face multiple challenges, as well as new challenges. Since our resources are currently fully allocated to specific programs and initiatives, it is difficult for DHR to respond to new challenges as they surface. In order to remain a relevant, responsive, and responsible agency serving underrepresented groups, we must find a balance between persisting in the issues and strategies to which we have committed and responding to new and emerging challenges faced by Iowa's neediest individuals and communities.

In managing our assets wisely, our strategic plan will be to work efficiently and effectively to have an impact in meaningful and measurable ways. We recognize the need for fiscal constraint, and we are working smarter to ensure that every dollar with which we are entrusted advances the prosperity and interests of Iowans.

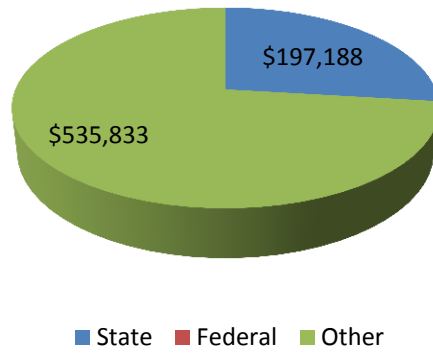
Internal Communication Chart



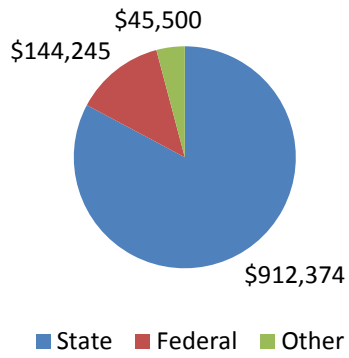
DHR Expenditures by Source



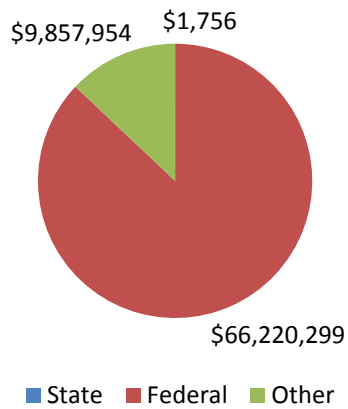
Central Administration

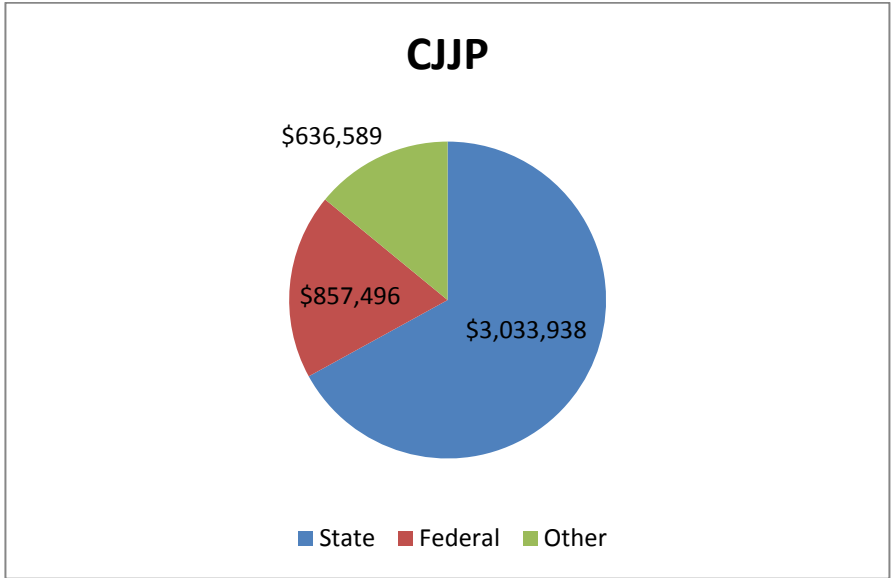


Community Advocacy and Services



Community Action Agencies





Expenditures by Source SFY2015

	State	Federal	Other	SFY 2015 Total Budget
<u>Criminal and Juvenile Justice Division</u>				
Criminal and Juvenile Justice Approp.	\$ 1,235,053	\$ 40,000	\$ 58,710	\$ 1,333,763
Training and Technology	205			205
Juvenile District Transfers			411,949	411,949
NCPC Embedding Prevention			4,047	4,047
Family Drug Court (PACT)			17,747	17,747
Iowa Statistical Analysis Center		43,540		43,540
Juvenile Detention Alternatives Initiative			23,492	23,492
Rural Homeless Youth		-	20,794	20,794
Community and Strategic Planning		67,905		67,905
Enforcing the Underage Drinking Laws		24,213		24,213
Gov. Traffic and Safety Bureau			39,285	39,285
Co-Occurring Treatment and Reentry			9,426	9,426
Juvenile Justice Reform Project		251,280		251,280
Reintegration of Ex-Offenders Data Request			809	809
Juvenile Accountability Block Grant		183,999		183,999
Juvenile Justice Action Grants		172,812		172,812
Juvenile Justice Advisory Council		18,519		18,519
Criminal Juvenile Justice Information System	1,631,821			1,631,821
Justice Data Warehouse	166,859			166,859
Youth and Young Adult Suicide Prev.			25,000	25,000
Partnership for Success			8,841	8,841
Drug Court Statewide Enhancement			9,383	9,383
Prison Rape Elimination - Juveniles		2,129		2,129
Juvenile Re-entry System Strategic Plan		53,099		53,099
Second Chance-DOC			7,106	7,106
Division Subtotal	\$ 3,033,938	\$ 857,496	\$ 636,589	\$ 4,528,023

Expenditures by Source SFY2015

	State	Federal	Other	SFY 2015 Total Budget
<u>Community Action Agencies</u>				
Dept. of Energy Weatherization	\$ -	\$ 5,101,224	\$ -	\$ 5,101,224
Black Hills Utility			756,255	756,255
IP&I Utility			3,159,201	3,159,201
Mid American Energy Utility			2,549,615	2,549,615
Energy Assistance - LIHEAP		41,755,721		41,755,721
Unclaimed Utility Refunds				-
Home Energy Assistance Program		9,600,837		9,600,837
Individual Development Accounts	1,756		104,456	106,212
Community Services Block Grant		6,905,627		6,905,627
Family Development and Self Sufficiency (FaDSS)		2,856,890	3,288,427	6,145,317
Division Subtotal	\$ 1,756	\$ 66,220,299	\$ 9,857,954	\$ 76,080,009
<u>Community Advocacy and Services</u>				
Community Advocacy and Services Appropriation	\$ 837,406	\$ -	\$ -	\$ 837,406
Youth Leadership	47,182		45,500	92,682
Client Assistance Program		144,245		144,245
Training and Technology	27,786			27,786
Division Subtotal	\$ 912,374	\$ 144,245	\$ 45,500	\$ 1,102,119
<u>Central Administration</u>				
Central Administration Appropriation	\$ 196,390	\$ -	\$ 535,833	\$ 732,223
Training and Technology	\$ 798			\$ 798
Department Totals	\$ 4,145,256	\$ 67,222,040	\$ 11,075,876	\$ 82,443,172

Three Divisions – One Purpose

The Iowa Department of Human Rights advocates for underrepresented Iowans and fosters 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. Our three divisions - Community Action Agencies, Community Advocacy and Services, and Criminal and Juvenile Justice Planning - work to empower Iowans.

Division of Community Action Agencies (DCAA)	The Division of Community Action Agencies addresses issues facing low-income families by bringing resources to the community level. We link state and federal programs with 18 existing Community Action Agencies and other community-based organizations across the state to effectively serve elderly, disabled, and low-income Iowans.
Division of Community Advocacy and Services (CAS)	The Division of Community Advocacy and Services celebrates and serves diverse populations and communities within the state that may need additional resources. CAS houses seven offices: Native Americans, African Americans, Asian and Pacific Islanders, Latinos, Women, Persons with Disabilities and Deaf Services. The offices work in synergy, assisting and supporting individuals and underserved communities as they relate to each other.
Division of Criminal and Juvenile Justice Planning (CJJP)	The Division of Criminal and Juvenile Justice Planning conducts research, planning, data coordination, and information clearinghouse functions for the state's justice system. By overlaying research and statistics on policies and practices, we often see ways to gain better results. Then we work with internal and external partners to advise, assist, inform and advocate.

I. Division of Community Action Agencies

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 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.

The Division's guiding principles include: Customer Focus, Results Orientation, Accountability, Collaboration, Empowerment, Data-based Decisions, and Strength-based Focus.

A. Self-Sufficiency Programs

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

- Community Services Block Grant (CSBG)
- Family Development and Self-Sufficiency Grant (FaDSS)
- Individual Development Accounts (IDA)

1. Community Services Block Grant (CSBG)

The federal Community Services Block Grant (CSBG) provides support for Iowa's 18 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 initiatives.

In FFY 2014, Iowa's community action agencies served over 124,000 families and 324,000 individuals. Local agencies attracted more than 17,000 volunteers who contributed more than 408,000 volunteer hours to their communities during the year. Agencies in Iowa partnered with over 6,100 other community organizations, including education, business, non-profit, and faith-based, to provide an array of programs and services to low-income Iowans.

2. Family Development and Self-Sufficiency (FaDSS)

The Bureau administers the Family Development and Self-Sufficiency (FaDSS) program that serves Iowa families that are receiving Family Investment Program (FIP) assistance and at risk of long-term economic and family instability. This evidence-based model provided comprehensive services through certified Family Development Specialists to 3,235 Iowa families and 5,607 children last year.

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.

In FY14, families exiting the FaDSS program increased their average monthly income from wages by over 330%, from \$110 to \$477. Families exiting FaDSS decreased their average monthly Family Investment Program (FIP) amount by 64%, from \$377 to \$137 per month. This results in approximately \$446,350 in monthly savings to FIP.

Achievement of education goals is a key component to increasing long-term family income. In FY14, 272 FaDSS families achieved a major education goal. Of those families, 107 earned a GED/HS Diploma, 96 completed a Certification Program, 60 earned an Associate Degree, and 9 earned a Bachelor's Degree.

The FaDSS program in FY2015 initiated a project to develop and implement a comprehensive new performance measurement system to incorporate additional evidence based methodologies for family assessment and case study measurement of family progress to self-sufficiency.

Case study: Tabatha survived multiple adverse childhood experiences. Lacking transportation and access to childcare, Tabatha enrolled in FaDSS with no employment history. With assistance, Tabatha has successfully obtained her first job; studied for, and received, her first driver's license; enrolled her son in Early Head Start; started a savings account; and obtained her first home and furnishings.

3. Individual Development Accounts (IDA)

The Individual Development Accounts (IDA) program was established in 2009 to encourage low-income working lowans to establish savings accounts for long-term asset development that lead to family self-sufficiency. Participants can qualify for up to \$2,000 in state matching funds to pay for higher education or job training costs, purchase a home, start a small business, pay for emergency medical costs, pay for an automobile, or purchase assistive technology for a family member with a disability.

Savers contribute earned income to their account and participate in financial education courses and asset-specific education.

The IDA program is operated under a contract with the Iowa Credit Union Foundation, which was awarded the grant through an RFP process.

Through October 8, 2015, IDA participants have purchased 422 assets, including 226 with state funds:

- 159 homes (100 with state funds)
- 120 education expenses (54 with state funds)
- 76 vehicles (46 with state funds)
- 57 small business start-ups (17 with state funds)
- 5 for assistive technology (4 with state funds)
- 5 Rebuild Iowa (5 with state funds)

B. Energy Assistance and Weatherization

In addition, 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—Low-Income Home Energy Assistance Program (LIHEAP) and Weatherization Assistance Program (WAP).

1. 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 80,919 Iowa households in FY15, providing an average one-time benefit of \$477 per household. Nearly 32% 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.

Through FY15 and FY16, LIHEAP is implementing new program performance measures to include measures such as disconnections averted, service restorations, emergency deliveries, and fuel usage and expenditure data.

2. 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 31% of the households served included at least one elderly person, 31% included at least one person with a disability, and 20% included young children.

The Weatherization Assistance Program served 1,649 households in PY14, providing an estimated average \$272 in annual savings per home. 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 successfully implemented in PY14-15 stringent new Department of Energy requirements for the certification of program quality control inspectors for every local WAP provider.

C. Other Community Coordination Efforts

The DCAA, in partnership with the national Center of Excellence for Organizational Performance Standards, is implementing comprehensive new organizational standards for the Community Services Block Grant. The 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, community engagement, consumer input, customer satisfaction, strategic planning, and data analysis.

DCAA is working cooperatively with local agencies, state community action association, and federal partners to assess needs, identify and implement best practices, provide training, and monitor progress on the new standards.

II. Division of Community Advocacy and Services

The Division of Community Advocacy and Services (CAS) improves access to government for underserved populations in Iowa. We serve Iowa's women, Latinos, African Americans, Persons with Disabilities, Asian and Pacific Islanders, Native Americans, and the Deaf and Hard-of-Hearing.

The State of Iowa offers myriad resources to help Iowans reach their full potential – education, recreation, employment, financial assistance, business development – the list goes on. However, some of our most vulnerable populations have the greatest difficulty navigating our systems to receive these important services. Further, the number and type of people who need our assistance is growing and changing. For example,

- As our population ages, we are experiencing increased physical challenges, from hearing loss to mobility concerns.
- Our youth are more ethnically and racially diverse than at any time in history.
- There are now 180 different languages spoken in Iowa, representing 180 distinct cultures and ways of life.

Together with our seven volunteer, gubernatorially-appointed commissions, we help to improve systems and processes, providing a vital connection between Iowa's diverse populations and the programs, events and information they need most. We also bring together the non-governmental organizations and people who serve our communities, providing them with the technical and social means to enhance their connection and services to these populations. In its totality, our work allows the state to gain more productivity and results from its current investment in programming, and enables all people to participate more fully in making life in Iowa a richer experience.

A. Staffing

Including the Division Administrator, CAS has 10 full time equivalent staff. This includes four (4) Executive Officers; two (2) Program Planners; two (2) Disabilities Consultants and one (1) Secretary. Each member of the team has deep connections to, and knowledge about, the needs of a specific population. We also work collectively on the strategies that CAS is uniquely able to impact, resolving some of the most pressing and relevant needs of the overall constituency we serve.

B. Major Accomplishments

The initiatives undertaken by CAS in FY2015 fall into three broad categories:

- Information and Referral/Direct Services—helping Iowans connect to the information and assistance they need.
- Technical Assistance/Training—providing the right information to governmental/non-governmental agencies to improve their systems and processes.
- Outreach and Education—connecting with Iowans and organizations to help them reach their full potential.

1. Information and Referral/Direct Services

In FY2015, the Division answered more than 2,390 information and referral requests for individuals in Iowa. Most requests cover multiple needs, however, the most frequent topics for which CAS provided information and referral were:

- Disabilities consulting and mediation
- Assistance with Americans with Disabilities Act
- Employment and employment training
- Healthcare access (including mental health)
- Language and communication access
- Independent living for persons with disabilities
- Financial and food assistance
- Housing
- Education and schools
- Law enforcement and the court system

The Division of Communication Advocacy and Services received a request from Iowa Vocational Rehabilitation Services (IVRS) to assist a client with finding stable housing, accessing health coverage, and identifying other employment supports while she was on the waiting list, so when the client started receiving services from IVRS, she was ready to focus on employment.

2. Technical Assistance and Training

In FY2015, the Division provided technical assistance and/or training to 56 distinct governmental and non-governmental organizations in Iowa, including state agencies, schools, local governments, non-profits, and businesses. CAS provided technical assistance and/or training to more than 1,250 individuals on the following topics:

- Disabilities, including the assistance available and the laws, rules and requirements for persons with disabilities
- Leadership for youth
- Diversity and inclusion; learning how to work with people from different cultures
- Service animals
- Pay equity for women
- Human trafficking
- How to form a non-profit
- Strategic planning for new organizations serving diverse populations

3. Outreach and Education

The CAS team delivered a broad array of outreach and educational initiatives in FY2015, connecting with more than 2,500 Iowans in-person and thousands more through print, our web site, newsletters and other technologies. Highlights include:

- a. Hosting/participating in community meetings and forums around the state. Meetings were held throughout Iowa to deliver information about the key issues identified above. Of special note were:
 - i. Client Assistance Program (CAP) Community Forums. CAP helps people with disabilities receive quality services by advocating for their interests and helping them identify resources, understand procedures, resolve problems, and protect their rights in the rehabilitation process, employment, and home services.
 - ii. White House Initiative on Asian Americans and Pacific Islanders (AAPI) Roundtable. A discussion of the needs specific to AAPI in Iowa.

- iii. Salud (Storm Lake). Two meetings to discuss resources available to the newest Americans in our state, and leadership opportunities for people of diverse backgrounds.
 - iv. Iowa City Forum for Persons with Disabilities regarding independent living centers.
 - v. Community Conversations on law enforcement. Creating an open dialogue and developing trusting relationships between African Americans and law enforcement as we work to resolve tensions.
- b. Developing and distributing information resources and reports, including:
- i. “Title 1” Guides (Improving the Academic Achievement of the Disadvantaged)
 - ii. Disabilities Rights Guides
 - iii. She Matters Report: 2015 Issues and Actions (as a part of the Iowa Women’s Leadership Project)
 - iv. The inaugural State of American Asian and Pacific Islanders Report for Iowa, examining the statistics, contributions and concerns of this growing population in Iowa
 - v. Refugee Employment Guide for businesses in Iowa (in collaboration with the Iowa Refugee Coalition)
- c. Creating videos for outreach to the Deaf community on Vocational Rehabilitation services.
- d. Delivering lectures on diversity and inclusion at various colleges and universities around the state.
- e. Holding events throughout the year to bring people together to achieve a common goal, or to celebrate specific achievement. Of special note were:
- i. Native Americans in foster care forum. Including members of the Minneapolis Indian Center, Iowa Department of Corrections, Drake Law School, the Iowa Commission on Native American Affairs, and other interested parties in an effort to improve outcomes and reduce the rates of Native American children in foster care.
 - ii. Dr. Martin Luther King, Jr. Celebration. This annual event brings together Iowans to celebrate and embrace the teachings of Dr. King, and to examine how those are incorporated into life in Iowa.

iii. Iowa Women's Hall of Fame. To recognize women's contributions to Iowa, we welcome four additional women into the Iowa Women's Hall of Fame, paying tribute to them and setting them forth as role models for others. In FY2015 four more remarkable women were selected as inductees into the Iowa Women's Hall of Fame. The 2015 honorees were:

- The Honorable Linda K. Neuman
- Lt. General Michelle D. Johnson
- Joyce Boone Chapman
- The Honorable Marsha K. Ternus

iv. Capitol Girls. In partnership with the Girl Scouts, the Office on the Status of Women and the Iowa Commission on the Status of Women host an annual event for high school girls throughout Iowa called Capitol Girls. On February 11, 2015, high school girls from across Iowa convened in Des Moines to learn about the workings of the Iowa General Assembly and had an opportunity to shadow women legislators and learn about how state laws and budgets are developed and passed.

v. Youth Leadership Forum. In partnership with the Department for the Blind and Iowa Vocational Rehabilitation Services, CAS delivered a leadership training program for students around the state with disabilities. Forty (40) sophomores, juniors and seniors with disabilities were selected to participate in a multi-day educational event to enhance their self-advocacy and leadership.

f. Examining National Issues and Developing Best Practices

As a member of the National Coalition of State African-American Commission, we have been able to examine issues for this community across the country and work together with other states to:

- i. lead positive policy initiatives
- ii. identify best practices and bring them to work in Iowa
- iii. develop outreach and education to bring people together and tell the positive stories of the African American community

g. Recruiting Diverse State Employees

The Division works with state agencies individually, and with the Department of Administrative Services Human Resources Enterprise, to enhance the diversity of people who are seeking state employment, and enhancing the ability of those who are serving the people of Iowa to meet the needs of diverse populations. This included:

- i. Collaborating in planning, participating as a technical service provider, and providing outreach to diverse communities for the State of Iowa employment/recruitment fair.
- ii. Staffing informational and recruitment booths at community celebrations.
- iii. Assisting state agencies to identify their most pressing language access needs and helping to recruit to meet those needs.

III. Division of Criminal and Juvenile Justice Planning

The Division of Criminal and Juvenile Justice Planning (CJJP) is the Statistical Analysis Center for Iowa and is an independent and objective entity to ensure that research, planning, data coordination, and information clearinghouse functions are neutral. Specific statutory language exists to ensure CJJP access to relevant justice and other system data and information 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. Each council and board submits annual reports with recommendations to the Governor's Office and Legislature, based on the respective studies and data analysis conducted.

On policy issues, all of the following 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.

A. Councils / Boards

1. 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 (JJDP). 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.

2. 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.

3. 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.

4. 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.

5. 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.

6. 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.

B. CJJP Activities and Accomplishments

The Division of Criminal and Juvenile Justice Planning utilizes the councils and boards to complete work in three distinct areas in the criminal and juvenile justice field:

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

Listed below are specific activities that are being completed in each area, along with recent accomplishments.

1. Data Analysis

a. Criminal Justice Information System (CJIS)

The Criminal Justice Information System (CJIS) is the State of Iowa's electronic Criminal Justice data exchange system. CJIS ties together many disparate, legacy Criminal Justice systems used by state agencies. CJIS connects systems located at the Department of Corrections (DOC), Department of Transportation (DOT), Department of Public Safety (DPS), State Courts, County Attorneys, Attorney General, and Secretary of State (SOS).

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

Other exchanges in development will tie together systems in the Juvenile Courts and allow for electronic warrant information to be shared. CJIS is

credited with being one of the most advanced initiatives of its type in the US and staff have consulted and offered guidance to other states in creating their own CJIS programs.

b. 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.

A public access portal is being developed to allow for aggregate justice data to be queried on-line.

c. Correctional, Minority, 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 FY2015, 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.

d. Prison Population Forecast

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

system policies and practices to predict the growth of Iowa's prison population.

e. 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 begin 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, as well as determine supports needed, for high needs students.

2. Justice System Research and Evaluations

CJJP conducts research and evaluations for the respective boards and councils, and other state and local agencies. Below are the research and evaluation projects that CJJP conducted in FY 2015.

a. Suicide Prevention

The Iowa Department of Public Health (IDPH) contracted with CJJP to serve as the evaluator for a three-year Garrett Lee Smith Suicide Prevention Grant. This project seeks to reduce youth suicides through enhanced marketing campaigns, training of school staff and educators, and screening of youth and young adults. Youth served are between the ages of 10 and 24 who are at risk for suicide, as identified through risk assessments delivered during substance abuse treatment evaluations.

b. Enhanced Drug Court (EDC)

In October 2012, the Governor's Office of Drug Control Policy (ODCP) was awarded multiple years of funding through the Bureau of Justice Assistance (BJA), Adult Drug Court Discretionary Grant Program to enhance nine existing adult judge-directed Iowa drug courts in six of the eight judicial districts. The grant permits the drug courts to broaden their existing capacity by funding mental health services for offenders with mental illnesses. A goal of the program is to expand drug court services to some offenders who may have traditionally been considered ineligible for the program. The services covered by the enhancement grant included mental health screening, case management, medication management, and individual and group counseling for drug court participants assessed as needing those services. ODCP contracted with CJJP to provide a process and outcomes evaluation, as well as cost analysis to determine sustainability beyond federal funding.

c. 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 Act. 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%.

d. Iowa Partnership for Success (PFS)

In October 2015, the Iowa Department of Public Health (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 has been contracted to serve as the evaluator. CJJP will 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.

3. Juvenile Justice System

a. Juvenile Reentry Planning and Implementation

CJJP is leading a planning initiative to develop a comprehensive juvenile reentry plan, which began in October 2014. The purpose of the effort is to reduce recidivism for juvenile justice system youth released from the Boys State Training School, group care and Psychiatric Medical Institutes for Children. Proposed activities include amendment to the courts statewide information system for enhanced data collection, standardized planning and assessment efforts for youth in placement, implementation of evidence-based practices and training. The effort is overseen by a Juvenile Reentry Task Force.

Due to program efforts and a competitive grant application process, the Division of Criminal and Juvenile Justice Planning was awarded \$735,000 in grant funds for 2015-2016 with up to an additional \$500,000 in second year funding. The award came from juvenile reentry implementation grant funded by the federal Office of Juvenile Justice and Delinquency Prevention (OJJDP).

b. Iowa Girls Justice Initiative (IGJI)

The Iowa Girls Justice Initiative (IGJI) is an 18-month planning and implementation project to develop an innovative, viable, and effective level of services for young women who are involved in the juvenile justice system at the deepest levels. It will work to establish an accurate, current and complete picture of the services as well as identify needs and gaps. In addition, a structure to objectively analyze the current effectiveness of services will be provided to identify strategies to improve the level of care and the quality of services for young women under juvenile court jurisdiction. National technical assistance will be utilized to ensure best practices are developed.

c. Juvenile Justice Reform and Reinvestment Initiative (JJRRI)

The primary function of the Juvenile Justice Reform and Reinvestment Initiative (JJRRI) is to incorporate use of the Standardized Program Evaluation Protocol, which determines the likely effectiveness of services for delinquent youth in terms of recidivism reduction when compared to an extensive delinquency service research base. It also seeks to develop a dispositional matrix. This instrument is a form of structured decision making which weighs risk to reoffend (including offense severity) and is intended to assist system officials in determining the most appropriate level of supervision and type of service for youth, maximizing recidivism reduction.

d. 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 expanding the number of local sites from three to eight in 2016.

e. Iowa Juvenile Detention Screening Tool (DST)

The Iowa Juvenile Detention Screening Tool (DST) is a risk assessment instrument utilized to measure the appropriate placement of youth in secured detention based on their risk level. CJJP collects screening data and provides analysis and validation of the DST. The tool has been utilized in four counties since mid-2009. It is currently being integrated into the Iowa Courts Information System and an automated version will be rolled out for statewide use in 2016. The various agencies and partners involved in this initiative include the juvenile court services, schools, judges, county attorneys, detention center staff, NAACP, community members, and law enforcement.

f. Federal Juvenile Justice and Delinquency Prevention (JJDP) Act

CJJP is Iowa's official implementing agency for the federal Juvenile Justice and Delinquency Prevention Act (JJDP Act). The Juvenile Justice Advisory Council is the 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.

Iowa develops and submits a comprehensive three-year juvenile justice plan as a requirement of its participation in the federal JJDP Act. Key plan requirements include a description of the state's monitoring process for secure juvenile facilities, description of efforts related to disproportionate minority contact in the juvenile justice system, a description of the juvenile justice system, the provision of key juvenile justice data elements, data and description of various related systems (education, workforce, health, human services), and a program plan. 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.

In the spring of 2015, Iowa Senator Charles Grassley introduced a bill to reauthorize the JJDP Act.

g. Prison Rape Elimination Act (PREA)

The federal Prison Rape Elimination Act (PREA) addresses the prevention and elimination of sexual assault and abuse of inmates 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. For CJJP any reduction would affect the Title II funds received through the Juvenile Justice and Delinquency Prevention Act. The State of Iowa is responsible for ensuring that all detention and correctional programs administered by the state through the Department of Corrections and the Department of Human Services 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 Department of Corrections is in the process of initiating an audit of all of the facilities under their operational control for PREA compliance, and the Department of Human Services is working towards compliance at the State Training School for Boys.

Future Outlook

The demographic shift in our state presents some challenges and hold important implications, particularly if barriers to education, employment, health, and other services continue. DHR is uniquely positioned to counter these challenges by strategically and proactively responding to the needs of the populations we serve, recognizing that our state's greatest strength is our people.

Our vision is to be 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. With a financial resource pool that has remained constant for many years while costs have steadily increased, we are called to focus our collective efforts to achieve measurable results. Our strategies include:

- expanding the capacity of other agencies to be more accessible to and inclusive of underrepresented Iowans
- encouraging and incentivizing individuals to aspire to self-sufficiency through our programs/services and by influencing others' programs/services
- increasing language and communication access
- increasing civic engagement and participation
- enhancing engagement with the Iowa Department of Human Rights and improving outreach in our communities
- improving educational and leadership connections with youth

It is important to ensure the success of the most vulnerable to strengthen our state; diverse groups have unique strengths, perspectives, and contributions from which the larger community can benefit. We believe in Iowa, the potential that resides in all its people, and the value of advancing the state together.



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