

IOWA DEPARTMENT OF HUMAN RIGHTS
Community Advocacy & Services

Our Iowa Plan

Iowa is equitable, just, accessible and inclusive



Language
Access



Civic
Engagement



Community
Connection



Youth
Leadership

*Seven Distinct Communities
Working Together*

Native American Affairs
Status of African Americans
Asian and Pacific Islander Affairs
Latino Affairs
Deaf Services
Persons with Disabilities
Status of Women

Iowa is in a period of concentrated change. Over the next few decades, our state, and the people who live here, will experience a significant shift. As our population ages, we will see 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 180 languages spoken in Iowa today, representing 180 distinct cultures and ways of life. By 2050, analysis shows that 53% of our population will be non-white.

We must direct our resources to help people reach their full potential.

How we live, work and thrive in the future will be defined by the actions we take today. The Department of Human Rights is uniquely positioned to help Iowans embrace this change by creating an intentional, purposeful and coordinated program that is responsive to the needs of our state.

How do we do this?

We must shift how we do our work to create a different kind of results.

To set our direction, we began by defining our goal for Iowa – asking ourselves what Iowa would look like when we could call our work done. We then completed an examination of those characteristics, commitments and requirements that are fundamental to our identity and our reason for existing. Next, we identified which of those characteristics, commitments and requirements that we are uniquely positioned to influence, establishing universal points of distinction and focus for our organization.

We assessed where we could produce meaningful change in both the short and long term, and identified specific ways we could measure our impact on Iowa and with the populations we serve. This planning process has yielded a united strategic direction for the Division.

Strategies and Measures

- Increase language and communication access
 - Number of state employees who know how to serve the Limited English Proficient (LEP), Deaf and Hard of Hearing communities
 - Number of qualified/certified interpreters available in Iowa to serve LEP, Deaf and Hard of Hearing
 - Number of state employees in customer service positions with diverse language skills.
- Increase civic engagement and participation
 - Number of people trained to self-advocate with state and local government
 - Number of people registered to vote & who do vote
 - Number of people from underrepresented populations who serve on state and local boards and commissions
- Enhance engagement with the Department of Human Rights in our communities
 - Number of people connected to DHR through social media
 - Number of people attending informational/educational sessions delivered by DHR
 - Number of members of the public who attend board and commission meetings
 - Number of publications/media accepting DHR developed features
 - Number of Iowans receiving information and referral from DHR
 - Number of Iowans receiving technical assistance from DHR
- Improve educational and leadership connections with youth
 - Number of youth in grades 6-12 who are involved in DHR initiatives
 - Number of people involved in DHR youth social media
 - Number of youth in DHR programs who achieve their educational goals
 - Number of youth in DHR programs who achieve their self-identified highest potential
 - Number of new American youth who are involved in DHR leadership programs