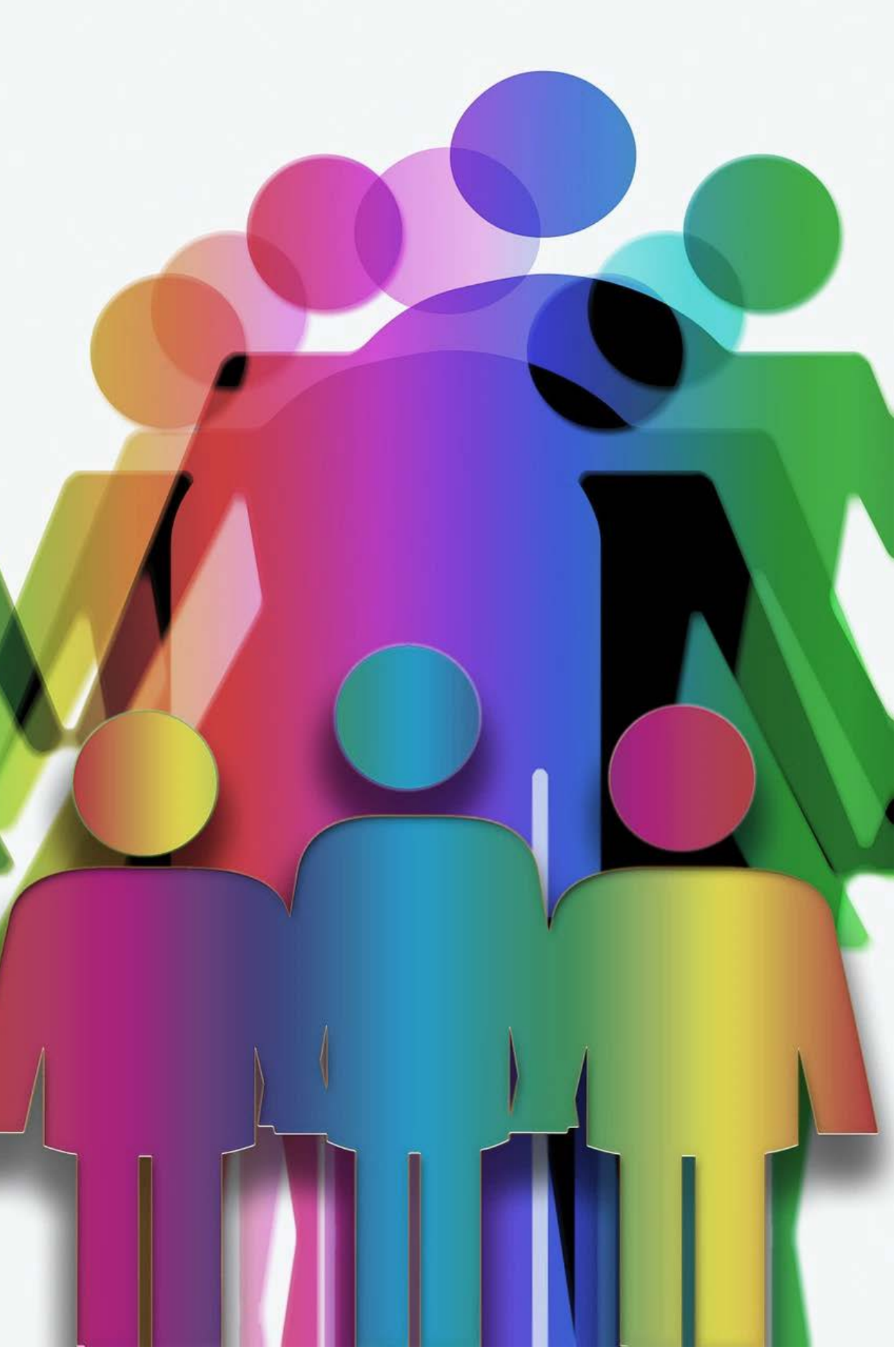
Iowa Department of Human Rights



FY2019

ANNUAL REPORT

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Agency Overview

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.

VISION

The Iowa Department of Human Rights 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.

STATUTORY PROVISION

Iowa Code Chapter 216A outlines the structure and duties of the department.

Organizational Chart

Message from Director

I am pleased to submit the FY2019 Department of Human Rights Annual Report. This past year, we continued to strengthen Iowa's communities and families in various ways. Our programs and services empowered Iowans to become more self-sufficient, connected Iowans to the right services to achieve their goals, and provided opportunities for youth to develop leadership skills. The decision-making process and the well-being of our state are grounded in the research and data analysis that we provide.

I would like to thank the many organizations and agencies that partnered and collaborated with us. Together, we are able to better serve the needs of our communities with shared efforts and resources. This collective action enables us to build communities that can thrive and fulfill their potential. We can accomplish much more when we work together towards common goals.

We look forward to another year of helping Iowans succeed, growing partnerships, and building a stronger Iowa together.

San Wong, Director
Iowa Department of Human Rights

Executive Summary

This Annual Report is being submitted pursuant to Iowa Code Section 216A.2(h), covering the Department of Human Rights' activities and operations for FY2019. Highlights of this report include the impact the Department has made in helping Iowans attain self-sufficiency, connecting them to government and their community, and ensuring public safety.

Increasing Self-Sufficiency

We help Iowans achieve self-sufficiency by empowering them to improve their work skills, further their education, increase income, set career goals, and overcome barriers to success.

- **$6,080,305** of combined total wages earned by participants of the Family Development and Self-Sufficiency Program (FaDSS) resulted in savings to the state's Family Investment Program (FIP) totaling **$920,628**.
- **1,372** families were involved in activities designed to increase work preparedness skills.
- **1,162** homes were weatherized in Program Year 2018.

Increasing Access and Community Connections

We help Iowa become more equitable, just, accessible, and inclusive by concentrating on these areas of need: access to government, civic and community engagement, and youth leadership.

- **2,400** Iowans were connected to the right government services to achieve their goals.
- **620** Youth were involved in non-traditional leadership programs.
- **82%** Youth leaders enrolled in post-secondary education.
- **382** Businesses and government organizations were assisted to better serve more diverse customers and employees.

Improving Criminal and Juvenile Justice

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

- Performed approximately **390,000** criminal justice information exchanges per month.
- Developed the Iowa Easy Access (EZA) online tool that provides public access to certain data.
- Coordinated and oversaw the statewide implementation of the juvenile justice reentry system.

Division of Community Action Agencies

INCREASING SELF-SUFFICIENCY

Division of Community Action Agencies (DCAA)

The Division of Community Action Agencies (DCAA) provides resources and opportunities to strengthen communities and empower Iowans to become self-sufficient.

Iowa has a network of 17 community action agencies across the state. Community action agencies are private, nonprofit and public organizations that create, coordinate, and deliver an array of comprehensive programs and services to people living in poverty. These programs and services reduce conditions of poverty, revitalize communities, and enable low-income families and low-income individuals to secure opportunities needed for them to become self-sufficient. They are governed by a uniquely structured tri-partite volunteer board of directors, comprised equally of elected public officials, private sector representatives, and low-income representatives. This structure is designed to promote the participation of the entire community in assessing local needs and attacking the causes and conditions of poverty.

In Federal Fiscal Year (FFY) 2018, Iowa community action agencies:

- assisted over 123,000 families and 308,000 individuals;
- administered over $200 million in federal, state, local, and private funding;
- received over $19 million in government and business in-kind services and donated items;
- partnered with over 5,100 public and private organizations that provide programs and services to low-income Iowans; and
- were assisted by over 12,000 volunteers who contributed over 356,000 hours of service and support to their local communities.

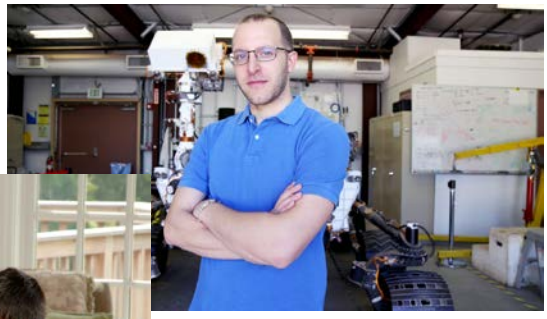
The Division of Community Action Agencies (DCAA) is the focal point for community action agency activities within Iowa government. The DCAA develops and expands the capacity at the community level to assist families and individuals to achieve economic and social self-sufficiency and to ensure that the basic needs of Iowa's low-income population are met.

The DCAA administers four anti-poverty programs:

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

Community Services Block Grant Program (CSBG)

The Community Services Block Grant Program (CSBG) is funded by the U.S. Department of Health and Human Services. These federal funds are distributed to Iowa's 17 community action agencies, which create, coordinate, and deliver many programs and services to low-income Iowans. The CSBG funds the central management and core activities of these agencies. The agencies use the funds to mobilize additional public and private resources to combat the central causes of poverty in their communities and to assist low-income individuals to achieve self-sufficiency and ensure their basic needs are met. In FFY2018, Iowa's CSBG funding was over $7.7 million.



Iowa's community action agencies provide the following activities to help low-income Iowans:

- Remove obstacles and solve problems that block the achievement of self-sufficiency
- Secure and retain meaningful employment
- Attain an adequate education
- Make better use of available income
- Obtain and maintain adequate housing and a suitable living environment
- Obtain emergency assistance to meet the immediate and urgent family needs
- Achieve greater participation in the affairs of communities
- Address the needs of youth in low-income communities

Weatherization Assistance Program (WAP)

The Division of Community Action Agencies administers the federal Weatherization Assistance Program (WAP)–the nation's largest residential energy efficiency program. The program reduces the burden of energy costs for low-income families by improving the energy efficiency of their homes and ensuring their health and safety of the residents, particularly the elderly, disabled, and families with children.

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

In Program Year (PY) 2018, 1,162 Iowa homes were weatherized.

Professionally trained technicians in the program use a computerized energy audit to determine the most appropriate and cost-effective energy-saving measures that should be applied to the house. Typical measures include sealing air leaks, installing insulation in attics, walls, and crawlspaces, tuning and upgrading heating systems, and installing low-cost energy conservation measures.

Technicians also conduct checks on every home weatherized to ensure the health and safety of families. This consists of inspecting all combustion appliances for carbon monoxide and for the proper venting of gases. Unsafe furnaces are repaired or replaced. Homes are also inspected for other issues such as mold and unsafe electrical wiring. Carbon monoxide detectors and smoke detectors are installed in all homes.

Homes weatherized in PY 2017 saved an average of $262 in first-year fuel bill costs. In addition to the benefits of reducing energy use and ameliorating many health and safety problems in the homes, the program also:

- Provides households with education in energy-saving practices
- Increases the comfort in the homes that are weatherized
- Reduces the nation's dependence on foreign oil
- Reduces carbon emissions and other air pollutants
- Preserves housing stock for low-income households

Low-Income Home Energy Assistance Program (LIHEAP)

The Division of Community Action Agencies 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. All households applying for LIHEAP are simultaneously making application for weatherization assistance.

LIHEAP payments are weighted to award higher benefits to targeted households. These households include the elderly, disabled, working poor, and households with children under six years of age. Additionally, benefits are weighted to account for a household's level of poverty. Households certified eligible for LIHEAP (those at or below 175% of the Federal Poverty Guidelines) are protected from disconnection of gas or electric service from November 1 until April 1 under Iowa's winter moratorium law.

Beyond regular assistance payments, LIHEAP has two additional components: Assessment and Resolution and the Emergency Crisis Intervention Program (ECIP). Activities covered under the Assessment and Resolution component include delivering client energy conservation education, referral to outside services, family needs assessment, budget counseling, vendor negotiation, household energy use assessment, household energy use planning, and low-cost energy efficiency measures.

The ECIP component of LIHEAP provides immediate assistance to alleviate life-threatening situations. Assistance payments are made for repair or replacement of a furnace or heating system, obtaining temporary shelter, purchase of blankets and/or heaters, emergency fuel deliveries, purchasing or repairing air conditioning equipment when medically necessary, purchasing fans, and transporting clients to cooling centers during times of extreme heat.

FFY 2018 LIHEAP Facts and Figures

- LIHEAP program provided assistance to over 83,100 Iowa households.
- Iowa received $54.8 million in federal funds.
- The average statewide LIHEAP benefit was $470.
- 97% of households assisted by LIHEAP do NOT receive Temporary Assistance to Needy Families (TANF) assistance.
- 68% of households assisted live in single family homes.
- 56% of households assisted are below 100% of the federal poverty level.
- 53% of households assisted has a disabled member.
- 34% of households assisted has an elderly household member.
- 20% of households assisted has a child under six years of age.

Family Development and Self-Sufficiency (FaDSS)

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 stability and economic self-sufficiency. The foundation of FaDSS is regular home visits with families using a strength-based approach.

The FaDSS Council serves as an advisory body and awards grants for the FaDSS program. The Council consists of fourteen members and two members from each chamber of the general assembly serving as ex-officio members. The Council meets at least four times per year.

FaDSS is provided in all of Iowa's 99 counties through a network of 17 agencies (community action agencies and other public and private non-profit organizations) with approximately 86 Certified Family Development Specialists. Specialists are mandatory child abuse reporters, and subject to criminal and child abuse background checks. Over 90% of specialists and supervisors have a post-secondary degree and are required to complete ten hours of additional training each year.

FaDSS is an evidenced-based, holistic, strength-based, home visiting program that focuses on preventive services and facilitates long-term family change for families receiving FIP benefits.

During PY 2019, FaDSS was funded through an appropriation of $6,192,834 in Temporary Assistance to Needy Families (TANF) and State of Iowa general funds. In addition, estimated local and in-kind funds of $1,578,409 were provided to supplement FaDSS services.

In PY 2019:

- FaDSS served 2,384 families that included 4,346 individuals and 2,576 children.
- FaDSS families earned total wages of $6,080,305 resulting in a FIP savings of $920,628.

The FaDSS program provides:

- Activities to increase work preparedness
- Goal setting and goal attainment skills
- Parenting skills development
- Child protection services
- Families with links to informal and formal connections within their community
- Assessment of family strengths
- Budgeting skills development
- Role modeling of healthy behaviors
- Self-advocacy skills development
- Assistance to communities throughout Iowa to respond to low-income families facing multiple issues in a strength-based manner

FaDSS Performance Outcomes-State Fiscal Year (SFY) 2019

Increased Employment

- 17% of FaDSS households had at least one adult employed at program entry. At exit, 54% of households had at least one adult employed.
- 1,327 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

- Families that were employed at exit had an average monthly family income of $1,349, an increase of $1,071.

Decreased Family Investment Program (FIP) Payments

- At entry, families averaged $380 in monthly FIP payments. At exit, the average FIP payment for families was $121, a decrease of $259.

Achievement of Educational Goals

- 155 adults who exited the FaDSS program achieved major education goals:
    - 43 completed a certification program
    - 49 completed some college courses
    - 43 completed a GED/HS diploma
    - 11 completed an Associate's Degree
    - 7 completed a Bachelor's Degree
    - 2 completed a Master's Degree

Increased Access to Services & Treatment: Domestic Violence

- 155 FaDSS families that exited the program had experienced domestic violence.
- 94% of those families accessed necessary and appropriate assistance. The FaDSS program assisted 75% of families with accessing domestic violence assistance.

Increased Access to Services & Treatment: Mental Health

- 519 adults that exited the program had a substantiated mental health issue.
- 87% of those adults with a mental health barrier accessed treatment. The FaDSS program assisted 84% of adults gaining access to treatment.

Increased Access to Treatment: Substance Abuse

- 187 adults that exited the program had a substantiated substance abuse issue.
- 86% of those adults with a substance abuse barrier accessed treatment. The FaDSS program assisted 61% with gaining access to treatment.

Division of Community Advocacy and Services

INCREASING ACCESS AND COMMUNITY CONNECTIONS

Division of Community Advocacy and Services (CAS)

Offices and Commissions

The Division of Community Advocacy and Services contains seven Offices and respective Commissions: Status of African Americans, Asian & Pacific Islander Affairs, Deaf Services, Status of Women, Persons with Disabilities, Native American Affairs, and Latino Affairs.

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.

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

Our goals:

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.

FY2019 Results at a Glance

- 2,400 Iowans were connected to the right services in government to achieve their goals.
- 620 Youth were involved in non-traditional leadership programs.
- 74,200 People were connected on new media.
- 82% Youth leaders enrolled in post-secondary education.
- 730 Iowans were connected to voting or public services.
- 382 Businesses and government organizations were assisted to better serve more diverse customers and employees.
- 8/53 Staff and Commissioners engaged with Iowans every day to improve lives.

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

Iowa Talent Bank

The vision for the Iowa Talent Bank is to enhance the ability for women, and members of all under-represented populations, to be a formal part of the civic decision-making process.

The Talent Bank is a technology platform, with an expected roll-out in winter 2019. It will allow any Iowan to examine how and where they can serve on appointed government boards and commissions, and communicate their interest and qualifications. This innovative tool will also allow government officials to easily connect with those individuals who have interests and talents needed on local boards and commissions.

Housed at the Iowa Department of Human Rights, the Iowa Talent Bank will:

1. Help political subdivisions meet gender balance goals and increase overall diversity on boards and commissions.
2. Encourage more women, and others in underrepresented populations, to seek and obtain board and commission appointments.
3. Create mentoring relationships between those wanting to learn about public service and those with experience.
4. Increase civic engagement among all Iowans.

The Talent Bank is the missing link that can bring qualified women, and an overall more diverse candidate pool, into the public service arena. Currently, no state-wide, consistent portal exists to provide this type of matching; further, it appears that no system exists nationally to provide this "automated" match function for organizations seeking to achieve a greater pool of diverse candidates for public service.

The Talent Bank will be a tool for all Iowans to:

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

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

Government Access

CAS Staff works closely with other state agencies to help those agencies identify and implement changes that make government easier to navigate.

Partnerships in Education, Vocational Rehabilitation, Workforce Development, Human Services, Civil Rights and the Judicial Branch allow CAS to offer insight and expertise to improve systems and create efficiencies in delivery. This allows government to be more responsive to the needs of people who need government the most.

Deep connections at the local level also provides local government organizations with access to information about best practices from around the state and nation.

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

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

Each office within CAS comprehensively tracks the human rights-related issues on which we receive requests for, and provide, assistance. Following are the trending issues for FY2019:

African Americans: Employment, civic engagement/voting rights, inmate issues, diversity/inclusion in business, justice system disparities, educational disparities, healthcare

Asian and Pacific Islander Affairs: Immigration, health and elder care, Medicare, government programs and resources, hate crimes, education/college access, census

Deaf Services: Communication access within government, communication access in business or employment, assistive technology, justice system issues

Latino Affairs: Immigration, support for youth, community cultural connections, civic engagement, employment supports

Native Americans: Indian Child Welfare Act, inmate rights, understanding of Native American culture

Persons with Disabilities: Service animals, physical access, employment, civil rights at work and in housing

Status of Women: Workplace discrimination/family and pregnancy leave, Women's history, domestic violence/sexual violence, childcare access

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 many 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.

Youth Leadership

Creating resourcefulness and improving systems for youth through a focus on developing 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 **EducAsian Initiative.**

This program focuses on youth from refugee and immigrant Asian and Pacific Islander communities to create exposure to leadership, volunteerism, community resources, career planning and access to higher education. It serves high school sophomores, juniors and seniors. During the spring and summer, students attend six weekly sessions held at local colleges and universities.

In the classroom, students learn about opportunities for their future, including how to apply for post-secondary education, what areas of study and types of careers they might consider, and how best to prepare for a prosperous future.

In the field, students visit organizations and meet with leaders to experience different work environments. Seeing and learning from people in various professions opens student's eyes to possibilities they may not have considered.

In its first year:

- Nearly 50 students attended all of the sessions
- Four $2,500 scholarships were awarded to students entering college in 2019 through a Des Moines Area Community College donation

A short video of the program can be viewed at http://bit.ly/EducAsian2019video

Iowa Human Rights Youth Chapters provide a framework for high school and colleges students state-wide to learn about human rights topics and affect local needs. Chapters are established within existing youth leadership organizations, and led by adults with a background in education and human rights. More than 450 youth across Iowa are members of a Chapter. Chapters include:

- Al Exito (serves 350 students in Des Moines, Marshalltown, Belmond, Tama, Perry, Red Oak, Ottumwa, Clarion and Hampton). Delivered a mental health camp for youth.
- Ottumwa High School (serves 35 students in Ottumwa). Delivered a multicultural resource fair and mental health awareness event.
- Des Moines NAACP Youth Council (serves 19 students in Des Moines). Held a youth peace walk.
- Drake University (serves 12 students in Des Moines). Newly organized.
- Community of Racial Equity (CORE) (serves 35 students in Des Moines and West Des Moines High Schools). Held educational forums on racism, macroaggressions, stereotypes, youth rights and leadership.

The **FY2019 Iowa Human Rights Youth Summit** attracted more than 60 students from around the state to:

- Introduce youth to the programs and opportunities available through the Department and other partners around the state
- Provide information and education about leadership, civic engagement and human rights
- Showcase youth leadership successes and offer replicable models

The **Central Iowa Summer Soccer League** focuses on immigrant and refugee youth. This project is delivered by Genesis Youth Foundation in partnership with the Department, Des Moines Public Schools and area nonprofits. More than 60 youth from a spectrum of ethnicities gather weekly to learn teamwork in soccer and learn about leadership and secondary education in a classroom.

Iowa Latino Post-Secondary Education Coalition. The Department received a grant from Iowa College Student Aid Commission to create a Latino Post-Secondary Education Coalition. The Coalition, which includes educators, service providers, representatives of higher education and representatives of K-12 education, have formed the following working committees:

- Parent Education and Engagement
- Removing Barriers
- Promoting Education
- Policy & Steering

These committees are all working toward the goal of increasing the post-secondary attainment rate for Latinos in Iowa. The Department has been able to use the grant funds to hire a coordinator for this effort who creating a resource map that identifies programs and organizations that work with students along the educational continuum across the state. The coordinator is also assisting organizations to develop programs and processes that allow them to better connect with the Latino community.

Deaf Youth Camp. With support from the Department, Deaf Iowans Against Abuse held its first ever Deaf Youth Camp at Camp Tanager in Mt. Vernon. This youth leadership camp targeted students going into 5th – 8th grade who are Deaf, Deaf-Blind, Hard of Hearing or Children of Deaf Adults (CODA).

Community Connections

We have developed 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. Currently, our GovDelivery newsletters have 72,250 subscribers; we have 270 Twitter followers; and 1,200 Facebook followers.

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 500 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.

Iowa Women's History Project. Throughout its history, Department has maintained paper files of its work and connections to issues impacting women in Iowa. To preserve this information and make it available to the public, the Department is creating a searchable electronic file of these historic documents. All documents have been scanned and are currently being catalogued. In FY2020, the collection is scheduled to be available on our web site for Iowans to read, review and use.

100th Commemoration of the 19th Amendment. The Department is working closely with a state-wide coalition to plan a year-long education, outreach and celebration program to commemorate the passage of the 19th Amendment to the constitution. Specific projects include:

- Developing a written and digitized history of African American women's involvement in the suffrage movement
- A 2020 Kick-off celebration
- Documenting historical information for the Pomeroy Foundation historical marker program to designate important locations across the nation and here in Iowa for the suffrage movement
- A communications and outreach program of articles for news outlets throughout the year

The Iowa Women's Hall of Fame FY2019 honorees are:

- The Honorable Ruth Babcock Klotz (Des Moines)
- Mona Lea Kadel Martin (Davenport):
- Ione Genevieve Shadduck, PhD (West Des Moines):
- Florine Mary Swanson (Galt)

The 2019 Cristine Wilson Medal for Equality and Justice Recipient is:

- Mary Beth Tinker (Washington, DC; originally from Iowa)

The Iowa Latino Hall of Fame FY2019 honorees are:

- Ernest Rodriguez (Bettendorf)
- Salvador (Chavo) Lopez (Davenport)
- Warren Marrow (posthumous) (Des Moines)

Latinx Youth Leadership Award

- Vanessa Espinoza (Iowa City)

Iowa Latino Ambassador Award for Equity and Justice

- Governor Robert D. Ray (posthumous) (Des Moines)

Information on the honorees may be found on the Department's website:

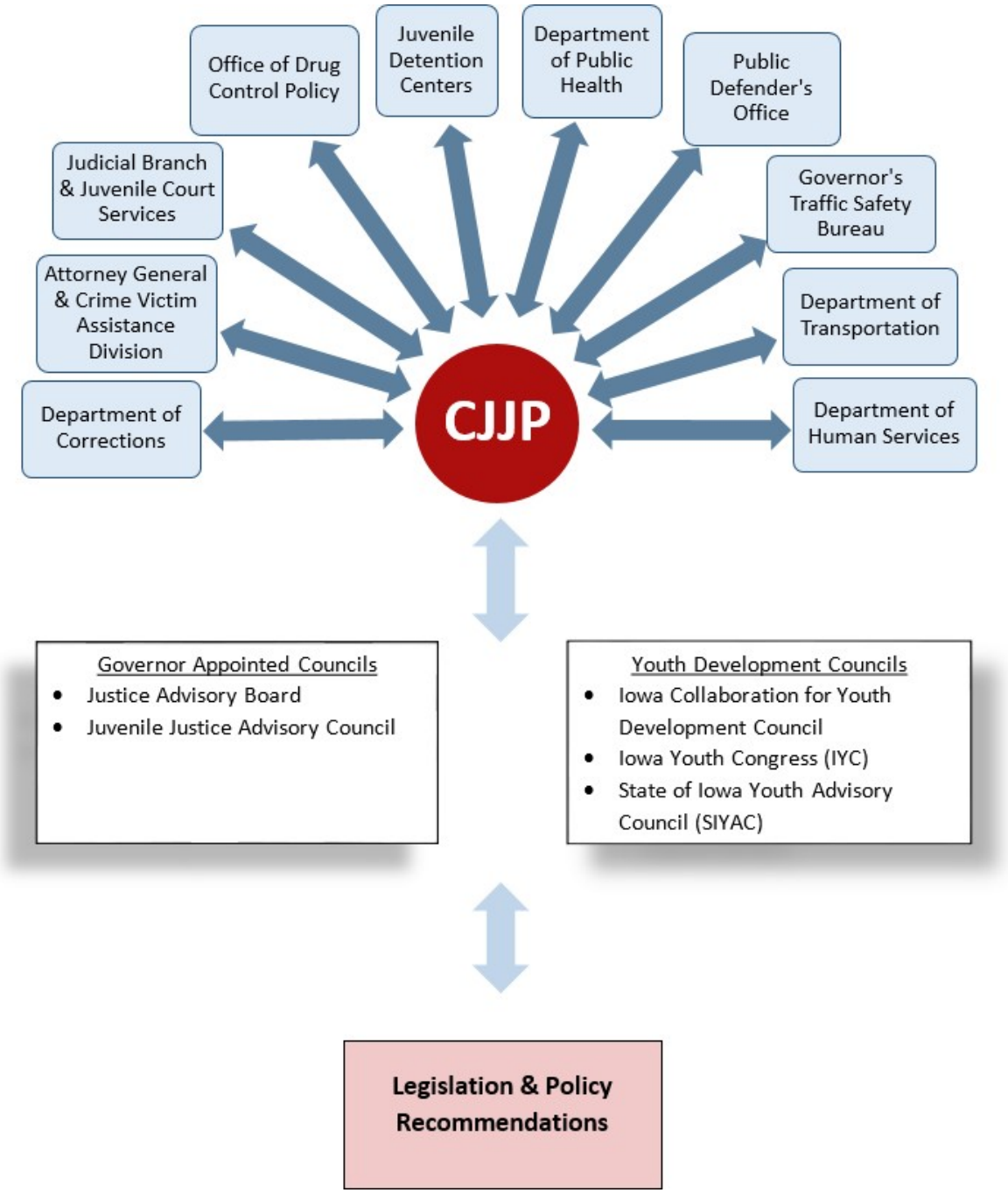
https://humanrights.iowa.gov/cas

Division of Criminal and Juvenile Justice Planning

IMPROVING THE CRIMINAL AND JUVENILE JUSTICE SYSTEM

DIVISION OF CRIMINAL AND JUVENILE JUSTICE PLANNING

The Division of Criminal and Juvenile Justice Planning (CJJP) is Iowa's Statistical Analysis Center (SAC) and carries out research, policy and data analysis, and program development to assist policy makers, justice system agencies, and others to identify issues of concern and to improve the operation and effectiveness of Iowa's justice system. CJJP also administers federal and state grant programs to fund local and state projects to improve Iowa's justice system



Data Management

Justice Data Warehouse (JDW)

The Justice Data Warehouse (JDW) is a central repository of key criminal and juvenile justice information. Two main sources of information in the warehouse are the Judicial Branch Case Management system and the Iowa Corrections Offender Network (ICON).

The overall mission of the JDW is to provide the judicial, legislative, and executive branches of state government and other entities with improved statistical and decision support information pertaining to justice system activities. For purposes of administration relating to Iowa's court system, Iowa's 99 counties are organized into eight judicial districts. Presently all eight judicial districts are entering and utilizing information from each of these districts is available for analysis from the JDW.

Easy Access

CJJP developed the Iowa Easy Access (EZA) online tool that provides public access to multiple years of aggregate adult court charges/convictions and, key juvenile court decision points, including information by district, county, age, sex, and race.

Adult: https://disposedcharges.iowa.gov
Juvenile: https://juvenilecourtstats.iowa.gov

Criminal Justice Information System (CJIS)

CJIS integrates and shares information among Iowa's justice agencies in a seamless, real-time, secure manner. CJIS makes state, county, and local agencies more effective and efficient, and better able to serve the public.

CJIS has expanded its reach to benefit all 99 counties, and transmits data between the Judicial Branch, DOC, DOT, DPS, DNR, DHS, Secretary of State, Attorney General, and 56 county attorney offices.

CJIS performs over 390,000 exchanges of information per month.

Decision Matrix

A Decision Matrix is a structured decision making tool which allows the user to see the level of supervision and services that has been most successful with youth based on historical data.

In October 2018, CJJP seated a group of subject matter experts to fine tune the tool originally drafted in 2015, pilot it and determine the best process for deploying it to the field. The pilot will involve data collection in a limited number of jurisdictions in order to determine the tool's validity.

Ideally, the Standardized Program Evaluation Protocol (SPEP) and the Decision Matrix will eventually be fully integrated, providing guidance not only about the level of supervision and service indicated for any given youth, but also which existing service of that type is shown to be likely to reduce recidivism. Both tools make use of the Iowa Delinquency Assessment, Iowa's validated risk/needs assessment instrument which has been operational since 2007 and is used to determine youth risk level as well as to assist with

case planning.

Research and Analysis

Research Evaluation and Analysis Services

Program Evaluation

Program evaluation is a method for collecting, analyzing, and using information to assess projects, policies, and programs for their effectiveness and efficiency in following a set model or procedures. CJJP performs process, outcomes, and data evaluability assessments to evaluate programs

Trend Analysis

Trend analysis is used to collect information on current and historical data to spot a pattern and in some cases predict future outcomes. CJJP utilizes trend analysis to monitor changes in charging and convicting practices, correctional and community based supervision populations, and the correctional and racial impact of some legislation.

Policy Evaluation

Policy evaluation is used to examine the implementation, content, and/or impact of a policy. CJJP performs policy evaluation by examining the correctional, racial, and fiscal impact of proposed legislation.

Forecasting

Forecasting is a technique that utilizes historical and current data to analyze trends and make informed estimates in determining the direction of future trends. CJJP utilizes forecasting analysis to project Iowa's prison population which is important to mitigate any increases observed in Iowa's prisons.

Mapping

Mapping is the graphical representation of a procedure, process, structure, or system that depicts arrangement of and relationships among its different components. CJJP staff have been trained in using ArcGIS, a geographic mapping tool, used for analysis and the review of patterns and trends and how location may impact public safety, services, etc.

CJJP carries out various research regarding criminal and juvenile justice issues as the Statistical Analysis Center. They perform high quality research and provide expertise to inform policy, practice, and decision making at the state, local and federal levels.

Criminal and Juvenile Justice Policy

Standardized Program Evaluation Protocol™ and Service Inventory

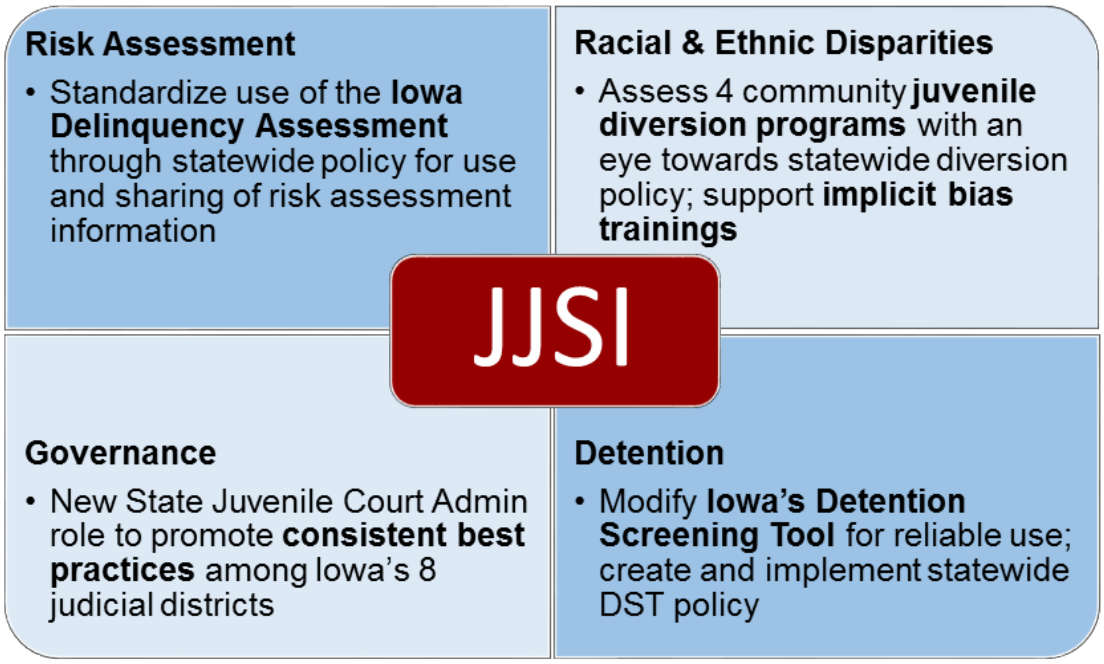
The Standardized Program Evaluation Protocol™ (SPEP) is a standardized method of evaluating juvenile justice services. Providers who participate are given recommendations for improvements that, if executed, will bring their service more in line with what the research has demonstrated to be optimal for recidivism reduction.

SPEP is being utilized for juvenile justice funding administered by CJJP. This sort of targeting for evaluation has been part of the ongoing discussion concerning how to make the SPEP as viable, widespread and sustainable as possible with limited resources.

CJJP is creating a statewide service inventory which will allow community-based services to be "SPEP ready" at all times. CJJP has also created a web application to facilitate access to the programmatic information about various services for a wider audience. This will allow users to search for services in a number of different ways.

Juvenile Justice System Improvement (JJSI) Project

JJSI is utilizing the comprehensive statewide assessment from 2017 and putting those goals into action. A comprehensive implementation and action plan will be completed in October 2019.



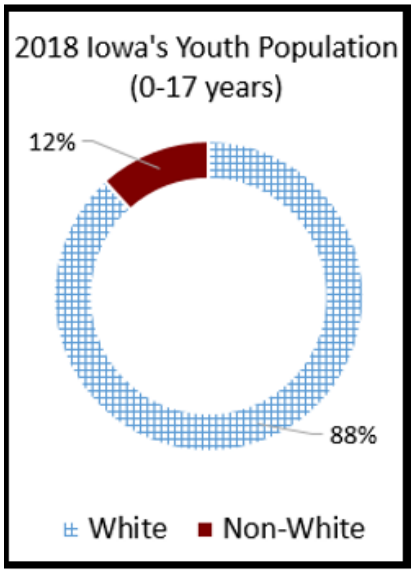
Statewide Comprehensive Juvenile Reentry Systems (JReS) Effort

The JReS effort seeks to implement a standardized, statewide, structure for juvenile justice system youth returning from placement to their family and community.

A diverse, state-level, Juvenile Reentry Task Force is implementing a state-level plan which seeks a 50% recidivism reductions over five years.

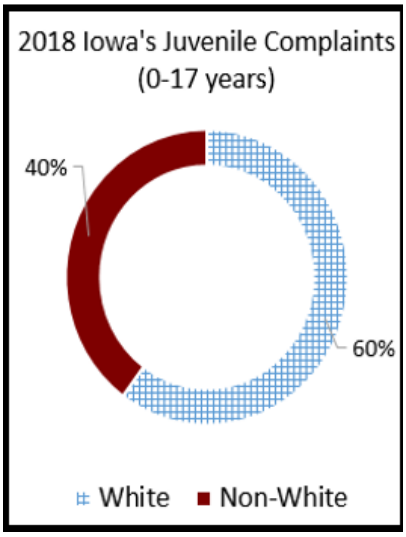
Major JReS plan components include:

- comprehensive assessment to identify and prioritize issues and needs for the court to match system services to help the youth and family;
- youth-led planning to prepare youth for return to their family, community, and school;
- policy development for multiple state agencies; and
- connection of youth to multiple supports while in and upon return from placement.



Racial, Ethnic, and Gender Disparities

Minority youth disproportionately outnumber those who are white at every stage in the nation's juvenile justice system. In Iowa, minority youth comprise approximately 12% of all of Iowa's youth, and 40% of referrals to Juvenile Court Services (JCS). Overrepresentation exists at other juvenile court decision points as well, so CJJP is partnering with four jurisdictions piloting diversion activities.



The Iowa Task Force for Young Women (ITFYW) involves key stakeholders in Iowa's juvenile justice system, who want comprehensive system change that reflects female responsivity. In recent years, there has been a growing interest by the ITFYW and the DMC Subcommittee to better coordinate their efforts. The work on "deep end" girls has provided one opportunity to do so, as the data has revealed a remarkable amount of disparity among African-American girls in this group.

Future Visions and Enhanced Activities

Improve the criminal and juvenile justice systems by assisting state and local officials and practitioners identify and address justice issues through research, data and policy analysis, planning and grant administration. As the Statistical Analysis Center, CJJP utilizes data, research and technology to develop justice system policy recommendations.

Present Activities

CJJP always explores new, smarter, and better ways to provide these services:

- Partnerships with each justice system agency
- Collect and analyze data
- Develop policy and service recommendations
- Conduct studies and research

Future

Remain on the cutting edge of research, information, and data technology:

- Predictive Analytics
- Expanded use of evidence-based programs and services for offenders
- Expansion of real-time data exchanges (CJIS)
- Cost Analysis
- User-friendly data and information
- Availability of quality and effective services
- Service matching with risk level and criminogenic needs

Results

CJJP will continue to find smarter ways of doing business. When the "Future" activities are happening, the results will be:

- Improved public safety – reduced recidivism
- System improvement through policy and practice changes
- Quality services available for all offenders – *the right person, receive the right service, at the right time*
- Data-driven decision making
- Easy to understand data – infographs, dashboards, mapping
- Increased efficiencies in court document processing

Repairs
Office Maintenance
Total Repairs
5,241.04
5,682.04
381,948.49
2,339.93
63.50
21.14
112.92
4,860.00
392.50

BUDGET

Department of Human Rights
SFY 2019 Actual Expenditures

	Source of Funding			
	State	**Federal**	**Other**	**Final SFY2019 Expenditures**
Criminal and Juvenile Justice Division				
Criminal and Juvenile Justice Appropriation	1,209,410	51,831	75,135	1,336,376
Juvenile District Transfers (JDTR)			180,498	180,498
NCPC Embedding Prevention (9110)			1,391	1,391
Second Chance-Adult Re-entry (2NDC)			8,153	8,153
Gov. Traffic and Safety Bureau (GTSB)			31,959	31,959
Iowa Department of Corrections grants (IDOC)			3,818	3,818
Iowa Judicial Branch Grants (IJBG)			23,400	23,400
Juvenile Detention Alternatives Initiative (JDAI)			10,744	10,744
Justice Research & Statistics Assocation (JRSA)			13,205	13,205
Juvenile Re-entry (JRSS)		268,035		268,035
National Youth Transition Database (NYTD)			87,391	87,391
PACT Grant (PACT)			17,627	17,627
Partnership for Success (PFSP)			26,699	26,699
Prison Rape Elimination Audit (PREJ)			6,277	6,277
Iowa Statistical Analysis Center (SACG)		194,527		194,527
Iowa SMART on Juvenile Justice Planning (SMRT)		51,538		51,538
Strategic Prevention Framework Rx (SPRX)			20,450	20,450
Youth Sex Offender Treatment Evaluation (YSOT)			48,593	48,593
Juvenile Justice Action Grants (JJAG)		373,309		373,309
Juvenile Justice Advisory Council (JJAC)		21,592		21,592
Justice Data Warehouse	213,203			213,203
Criminal Juvenile Justice Information System	1,552,304			1,552,304
Subtotal	$ 2,974,917	$ 960,832	$ 555,340	$ 4,491,088
Community Action Agencies				
Dept. of Energy Weatherization		5,470,304		5,470,304
Black Hills Utility			453,710	453,710
IP&I Utility			2,292,024	2,292,024
Mid American Energy Utility			1,860,953	1,860,953
Energy Assistance - LIHEAP		45,839,261		45,839,261
Unclaimed Utility Refunds				-
Home Energy Assistance Program		6,752,543		6,752,543
Individual Development Accounts				-
Community Services Block Grant		6,782,479		6,782,479
Family Development and Self Sufficiency (FaDSS)		2,762,346	3,178,183	5,940,529
Mathmatica (FaDSS)			19,490	19,490
Subtotal	$ -	$ 67,606,933	$ 7,804,360	$ 75,411,293
Community Advocacy and Services (CAS)				
Community Advocacy and Services Appropriation	926,829		85,235	1,012,064
CAS Training & Technology ($'s from Prior FY)	54,933			54,933
Client Assistance Program		145,721		145,721
Subtotal	$ 981,762	$ 145,721	$ 85,235	$ 1,212,718
Central Administration				
Central Administration Appropriation	186,405		644,714	831,119
CA Training & Technology ($'s from Prior FY)	14,871			14,871
Subtotal	$ 201,276	$ -	$ 644,714	$ 845,990
Department Totals	$ 4,157,955	$ 68,713,486	$ 9,089,649	$ 81,961,089

Connect with us!

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