



Governor Terry E. Branstad
Lt. Governor Kim Reynolds
San Wong, Director

Mission

DHR 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.

In pursuit of this mission, we will:

- 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 (Criminal and Juvenile Justice Division)
- assist lowans of racial/ethnic minority groups 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)
- promote positive youth development (PYD) practices throughout Iowa so all youth have positive experiences and opportunities, positive relationships with adults, and safe and supportive environments

Vision

The Iowa Department of Human Rights (DHR) is the **results-oriented leader** in creating a more **inclusive and productive Iowa** where a society of economically independent individuals are engaged citizens, contributing to the improvement of their communities.

Purpose Statement

The Iowa Department of Human Rights will advocate for underrepresented 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.

Board Goals: In all of its activities and goals, the DHR Board will make the promotion of equality, equity, accessibility and equal opportunity for all lowans a priority.



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Advocacy:

- The Board will ensure there is an operative definition of advocacy in place for the Department.
 - Definition: Advocacy is the act of supporting or advancing the interests of the Department, our mission and the people we serve. Advocacy includes, but is not limited to, direct client support, lobbying, educating, information-providing, and increasing public awareness and outreach.
- The Board will identify and pursue advocacy opportunities to engage, educate and build partnerships.
 - The board will coordinate with DHR commissions and public members to ensure each commission is working within the parameters of the strategic plan when making recommendations to the legislature.
 - The Board will receive an annual review of the Department's client advocacy efforts, including data on the number of clients assisted and the number of clients turned away, and for what reason.
 - Board members will be individual advocates for the Department, bringing awareness and providing information to potential clients, professionals and organizations through connections made outside the work of the Board.
 - The Board will partner with staff to advocate to the public through meetings, public events, community outreach and organizational partnerships.
 - The Board will keep informed of relevant action in the legislature through updates from the Department as warranted.

Communication/Unified Voice:

- The Board will ensure the Department operates with clearly articulated vision, mission, and goals.
 - The Board will adopt a mission statement, vision, and annual goals for DHR.
 - The Board will monitor the progress of the Department in achieving its goals.



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- The Board will ensure the vision, mission and goals are communicated effectively to the appropriate audiences.
 - The Board will develop a communications plan in coordination with the DHR communication plan. This plan will identify effective messages to be communicated through relevant media accessible by all constituencies.
 - The Board will review and revise its communications plan annually to ensure its continued effectiveness.

- The DHR board will establish a unified position on relevant issues that will be supported and actively articulated by all board members.
 - The board will seek and consider input from all DHR commissions and advisory councils on relevant issues pertaining to underrepresented Iowans served by the DHR. This input will be the foundation of a unified position on relevant issues that the DHR board will share with all relevant parties.
 - All board members will support and be able to articulate the unified position(s) established by the board.
 - The board will regularly review its position(s) and its impact on underserved Iowans represented by DHR.

Education:

- The Board and its members will assist in positioning the Department to educate the public about the Department's responsibilities and resources.
 - Board members will assist in identifying target audiences to be educated about the Department's roles and responsibilities;
 - Board members will participate in meetings with elected officials and others to assist in educating them about the Department's roles and responsibilities.
- The Board and its members will work with interested parties to ensure that up-to-date and factual information about underserved populations is available for school programming.
 - Board members will work with staff to develop accurate information on the Department's constituencies appropriate for use in creating educational policies, procedures, and programming;



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- Board members will meet with appropriate representatives of the educational system to support inclusion of information on the Department's constituencies in educational programming;
- The Board and its members will support staff efforts to develop and maintain statistical and other data on populations consistent with the department's responsibilities.
 - The Board will assist staff in identifying appropriate data pertaining to the populations served by the Department;
 - The Board will assist in reviewing data on the Department's constituencies;
 - The Board will assist in identifying appropriate audiences to receive data pertaining to the Department's constituencies;
 - The Board will assist staff, as necessary, in ensuring that data and materials pertaining to the Department's constituencies are distributed to appropriate audiences.

Resources:

- Advocate DHR funding/resources are restored to the original 2010 budget appropriations and are maximized to meet the objectives of the department.
 - Approve the Department's annual budget for submission to Department of Management.
 - Identify opportunities where DHR's resources can benefit underserved Iowans in significant and measurable ways.
 - Assist the Department in identifying opportunities for partnership with others to leverage DHR resources and capabilities.
 - Regularly review development of partnerships.
 - Educate legislators about the need to restore funding/resources to the original 2010 budget appropriations.