

FY 2004 Performance Report

**Iowa Commission on the Status of African Americans
(ICSAA)**

a Division in the

Department of Human Rights

INTRODUCTION

On behalf of the Iowa Department of Human Rights, Commission on the Status of African Americans, I respectfully submit this performance report for fiscal year 2004 (July 1, 2003-June 30, 2004.) Information in this report is provided in accordance with the Accountable Government Act (AGA) to improve decision-making and increase accountability to stakeholders and citizens.

The Commission on the Status of African Americans (ICSAA) sits in a precarious balance between a disheartened constituency and a disinterested legislature. The agency faces challenges not unlike those faced by every other division and department in present day state government--those created by monumental tasks, unrealistic expectations, and dwindling funding. In the face of unprecedented negative statistics in the areas of education, health, unemployment and justice, the tasks of the Commission on the Status of African Americans continue to focus on improvement of the lives of the state's African American citizens through: providing them with information which will enhance their ability to engage in wise decision making for themselves; advocating for them, so that they can expect equity of legal and social treatment; and networking with like-minded individuals, agencies, organizations, and corporations, in their behalf.

While ICSAA has seen many positive changes for African Americans through local and state-level initiatives, the current challenge is to address the multitude of inequities.

The Iowa Commission on the Status of African Americans has had an enormously successful year as we work toward improving the quality of life for African Americans living, working and socializing across Iowa. Major accomplishments this year include:

- State-wide Brown v. Board of Education recognition and celebration
- State-wide 40th Anniversary celebration of the Civil Rights Act
- Development of new website
- 100 new partnerships and collaborations with local, private and state agencies
- State-wide training on the importance of cultural competency
- Member of Sioux City and Waterloo Task Forces to eliminate the education achievement gap

The staff and nine citizen member commission takes seriously its responsibility to improve the quality of life of state's African American citizens. Indicators continue to show improvement in the status of African Americans, however, continued inequities exist. To further address these inequalities, ICSAA continues to address several key strategic opportunities:

- Promotion of African American culture

- Reduction in filed discrimination claims due to an increased understanding by employers, agencies and individuals on how to work and life in a diverse community
- Reduction of the overrepresentation of African Americans in the justice system
- Increase in the number of African Americans graduating high school
- Promotion of awareness, educational opportunities, new initiatives and preventive measures of health related issues in the African American community

The primary key services, products and activities (SPA) are summarized in the Core Function, which is advocacy for African Americans.

This report contains performance targets and highlights of results as outlined in the Strategic Plan and Performance Plan Results sections. Baselines were established for several measures.

AGENCY OVERVIEW

Vision: The Iowa Commission on the Status of African Americans (ICSAA) envisions full participation by Iowa's African Americans in the economic, political and social life of the state.

Mission: The Commission on the Status of African-Americans promotes equality for Iowa's African American population through the study and recommendations for legislative and administrative action, public information and education, and development of programs and services via collaborative partnerships between community leaders, public and private agencies and organizations.

Core Function: Advocacy

Key Services, Products and/or Activities (SPAs):

1. The primary SPA for the ICSAA is Advocacy for African Americans thereby carrying out its mission.
2. The second SPA for the ICSAA is Education.
3. The third SPA for the ICSAA is Criminal Justice

Customers and Stakeholders:

ICSAA's customers and stakeholders are Iowa African Americans and the greater community. The ICSAA collaborates with local, state and federal agencies, including other divisions within the Department of Human Rights. Categorically, our primary customers and/or stakeholders include:

- ❑ African Americans (including those that may be disabled, deaf, women, low income, juvenile or bi-racial)
- ❑ Small and Large employers
- ❑ State agencies
- ❑ City, county and local governments
- ❑ Federal agencies
- ❑ Iowa Legislators
- ❑ Concerned citizens

Delivery Mechanisms:

ICSAA delivers our services and products via our website, electronic mail, telephone, fax, or in-person. Specifically, we provide consultation, training, referrals, presentations and printed information and recommendations, including all ICSAA publications and written correspondence to constituents.

Organizational Structure:

The Commission on the Status of African Americans is one of eight divisions within the Department of Human Rights. The Commission is comprised of nine members: all are appointed by the Governor and confirmed by the Senate for four-year terms; the membership is balanced by gender and by political party. The Director of the Department of Human Rights serves *ex officio*. The Commission's work is carried out by the Division on the Status of African Americans and the Commission. The Division Director is appointed by, reports to, and serves at the pleasure of the Governor; her appointment is confirmed by the Senate; she carries out the program and policy as developed by her and the Commission.

Number of Staff:

ICSAA's staff consists of a full time Administrator and one other full time state-funded position.

Location:

The Iowa Commission on the Status of African Americans is located on the second floor of the Lucas State Office Building, Capitol Complex, in Des Moines, Iowa.

Budget:

ICSAA's budget for fiscal year 2003-2004 consisted of a State appropriation of \$118,296.

STRATEGIC PLAN RESULTS

Key Strategic Challenges and Opportunities: During 2002-2004, only 50% of 4th grade African American students performed at or above the proficient level on ITBS reading and comprehension tests. Low expectations of African American students, teacher that are not culturally competent to teach a diverse class and little to no accountability regarding when achievement disparities are evident, are challenging, yet provide an opportunity for intervention.

Goal # 1: To reduce the achievement disparity between African American students and student's representative of the majority population. Concomitantly, ICSAA strives to educate the public as well as the legislators as to the importance of cultural pro activity.

Strategies:

- Increase in and maintenance of teacher training programs (including student teaching) that include multi-cultural awareness components.
- Focus on the strengths of African American culture.
- Collaboration with and coordination of local task forces, committees, and consortia whose educational concerns are similar to those of the Commission.
- Presentations in public and legislative arenas as to the importance of cultural pro activity.

Results

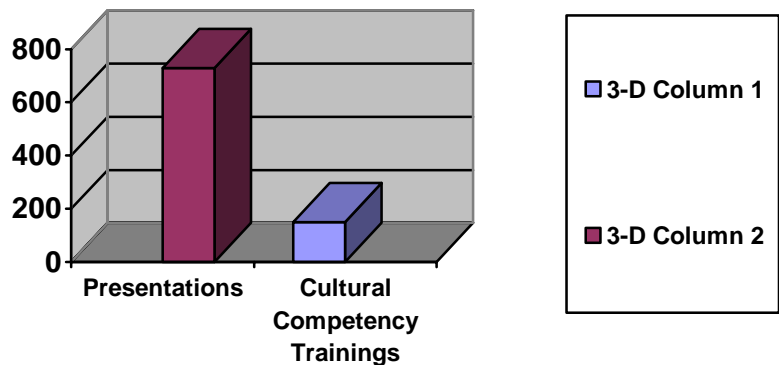
Performance Measure:

Total number of collaborations and presentations to educators and the community on how to teach the African American child.

Data Sources:

ICSAA internal count as noted by staff.

Number of People Attending Presentations or Trainings



Data reliability: Staff tallies report bi-annually.

What was achieved: Division Director provided cultural competency training to over 135 participants and presented to more than 730 people during fiscal year 2004.

Analysis of results: The Commission was able to provide both information and useful tools regarding working with and educating African American children and provided another opportunity to stress the importance of educators to provide multi-cultural curriculum.

STRATEGIC PLAN

Key Strategic Challenges and Opportunities: ICSAA pulls together numerous reports and pieces of research to show the true picture of the health disparities for African Americans.

Goal # 2: To increase awareness of the need for community education regarding health-related issues.

Strategies:

- Serve on committees, boards, and task forces dedicated to working on minority health and substance abuse treatment issues.
- Dissemination of information on minority health care issues.
- Collaboration with other Divisions and state agencies on initiatives to effect minority health, specifically those relevant to the African American population.
- Use of the division and commissioners in public forums to educate/inform the community on minority health issues.

Results

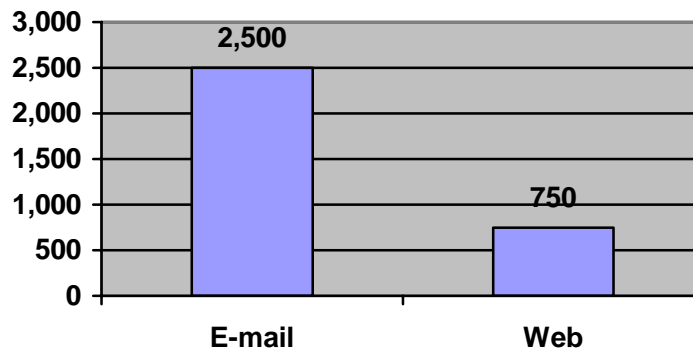
Performance Measure:

Total number of health publications or notifications provided to constituents across the state.

Data Sources:

ICSAA internal count as noted by staff and accessed on the web site.

Number of Publications Distributed



Data reliability: Data reviewed quarterly and/or annually by staff.

What was achieved:

- 3,250 publications were distributed throughout Iowa and/or accessed from the web site during fiscal year 2004
- ICSAA partnered with several local organizations to promote various local and state-wide health initiatives and forums.

Analysis of results: Promotion of web site for publications access and state-wide distribution was effective in bringing awareness to those health concerns that impact African Americans. Distribution of publications increased during fiscal year 2004 young women attending the Iowa Women's Hall of Fame ceremony was well received.

STRATEGIC PLAN

Key Strategic Challenges and Opportunities: Educational disparity is a contributing factor to the overrepresentation of African Americans in Iowa prisons. ICSAA continues to collaborate with other local, state and federal entities on issues particular to the overrepresentation of African Americans in the prison system. ICSAA has reviewed the Governor's Task Force recommendations regarding educational disparities as one contributing factor to overrepresentation of African Americans in Iowa prisons. ICSAA has partnered with the with the Department of Public Safety on reducing incidence of racial profiling by providing Cultural Competency training and will continue to work with both DPS and local police agencies to ensure that race is not a factor when making traffic stops and/or arrests for criminal offenses.

Collaboration with other agencies strengthens the work of the ICSAA.

Goal # 3: Equality of treatment for African Americans by the justice system.

Strategies:

- Development of a community-based, culturally oriented youth group as a base for changing vision.
- Collaboration with the Divisions of Criminal and Juvenile Justice Planning, Latino Affairs, and Community Action Agency.
- Creation of a distribution list for dissemination of information relevant to areas of deficiency as well as areas of strength.
- Collaboration with local churches, schools, and community action agencies.

Results

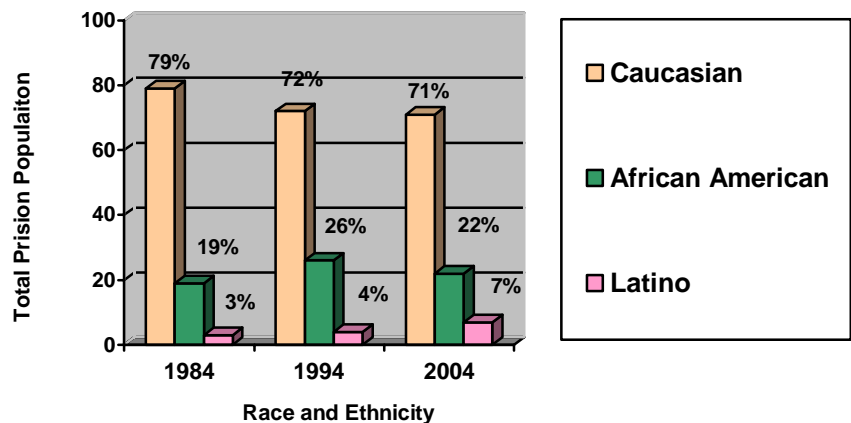
Performance Measure:

Number of African Americans incarcerated.

Data Sources:

Division of Criminal and Juvenile Justice Planning: Iowa Prison Population Forecast

Iowa's Prison Population by Race and Ethnicity



Data reliability: Data is recorded by the Division of Criminal and Juvenile Justice Planning and provided on their website from information gathered from the Iowa Department of Corrections.

What was achieved:

- Four town hall meetings were held by ICSAA and Department of Public Safety (DPS) to review their racial profile study and results and to discuss with community leaders how to improve the public's perception of the state troopers.
- Cultural Competency training was provided to all DPS management staff.
- Cultural Competency training was provided to local police department's new recruits.

Analysis of results: Staff responded to all requests for technical assistance that included the need for development and facilitation of Cultural Competency training, training on African American culture, and tips on how to engage the African American community.

STRATEGIC PLAN

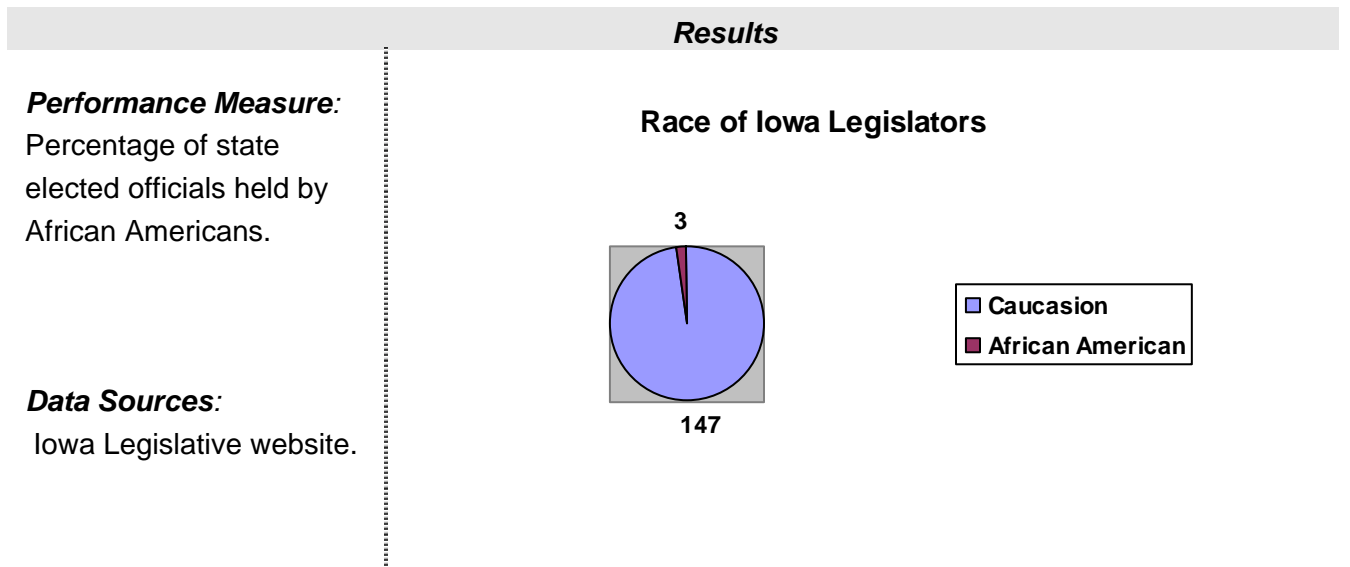
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Collaboration with other agencies strengthens the work of the ICSAA.

Goal # 4: Knowledge and awareness of the legislative process.

Strategies:

- Conversance with the Iowa Code.
- Commission meetings with selected legislators.
- Visibility at the Capitol during legislative sessions.
- Interaction and collaboration with similar-sized agencies as to their legislative activity.
- Review of information provided by the Legislative Service Bureau.
- Registration of Commissioners as lobbyists.
- Increased Commissioner activity in local political initiatives.



Data reliability: The Legislative website is utilized statewide and its reliability is proven.

What was achieved:

- 2% of the state legislature is African American, which coincides with the population percentage of African Americans living in Iowa.

Analysis of results: African Americans are making progress at the state level for elective office; however, Iowa has never had an African American Governor or member of Congress. Accordingly, state run agencies, including Regents, are minimally headed by African Americans. Currently, with the departure of the Human Rights Director, there are no state agencies headed by an African American or any other person of color. This new void is troublesome and alarming to the minority communities.

PERFORMANCE PLAN RESULTS TEMPLATE

CORE FUNCTION

Name: Advocacy

Description: ICSAA serves as a focal point for the promotion of equity for African Americans in the economics, political, and social life of the state.

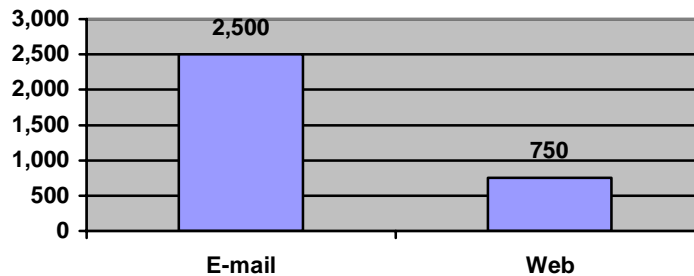
Why we are doing this: ICSAA is mandated to improve the status of African Americans in Iowa.

What we're doing to achieve results: ICSAA is the state's commitment to African Americans. The Iowa Commission on the Status of African-Americans exists to promote the interests of African-Americans in the State of Iowa and in doing so, fosters the well being of the State's entire citizenry. In the spirit of equity, inclusion and responsiveness the Commission, educates itself and others regarding the needs of the state's African-American citizenry and regarding the issues that significantly impact them; Informs the broader African-American community, legislative branches of government and the general public of those needs and issues; advocates for positive changes in policy, practices and programs that potentially or actually negatively affect African-American Iowans; networks with organizations and individuals on behalf of the state's African-American population.

Performance

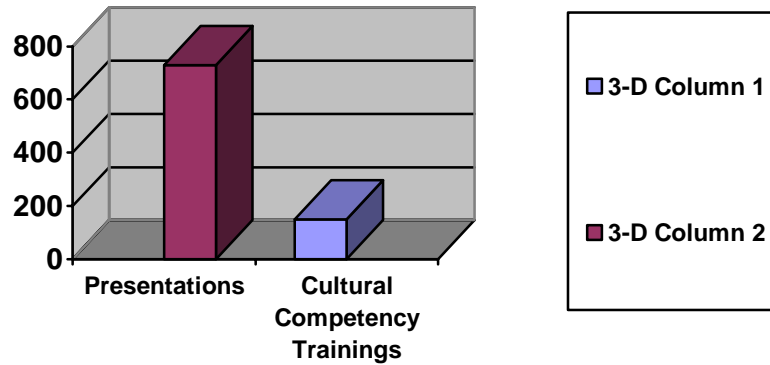
Measures:
Percentage of ICSAA newsletters distributed

Number of Publications Distributed



Number of participants at ICSAA events

Number of People Attending Presentations or Trainings



Total number of requests for information and referral

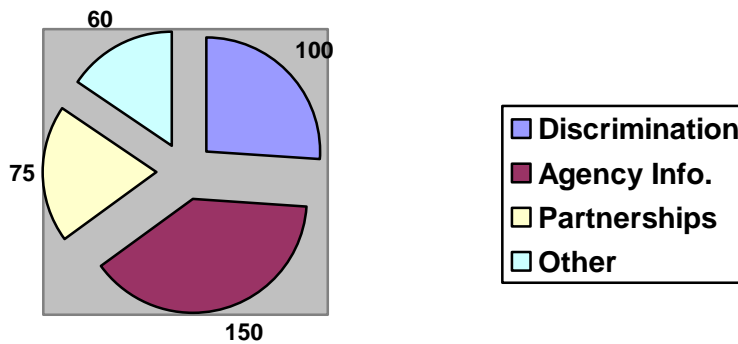
Performance Target:

Establish Baseline.

Data Sources:

Iowa Department of Human Rights, Commission on the Status of African Americans

Types of Request for Informaton



Results

Data reliability: Federal and state agencies report reliable data.

Why are using these measures: Data is collected daily by Division staff.

What was achieved:

- 100% of all ICSAA publications were available on the website
- 100% of customer inquiries, request for assistance and request for referrals were achieved
- 100% of all ICSAA publications were distributed to constituents

Analysis of results: African Americans are not yet participating fully in the economic, political nor social life of the state. Overrepresentation in the criminal justice system, low graduation rates and reading and comprehension rates among African American students, along with the education gap only further demonstrates that the need for advocacy, education, outreach, training and changes to local and state policies and legislation still exist.

Factors affecting results: Social and political change is slow.

Resources used: Portion of 2 FTEs time

CORE FUNCTION

Name: Education

Description: ICSAA works to ensure that all students, regardless of race, have access to quality education.

Why we are doing this: The national as well as state disparity of achievement gap between minority students as compared to Caucasian students must be addressed. The Division on the Status of African-Americans wants to ensure all students, regardless of race, have access to quality education.

What we're doing to achieve results: The ICSAA is a primary partner and collaborator with the Governor's Task Force on African American Student Achievement. Continue monitoring of pilot projects in Sioux City and Waterloo school districts, regarding implementation of plans to reduce the education achievement gap of minority students.

Results

Performance Measure:

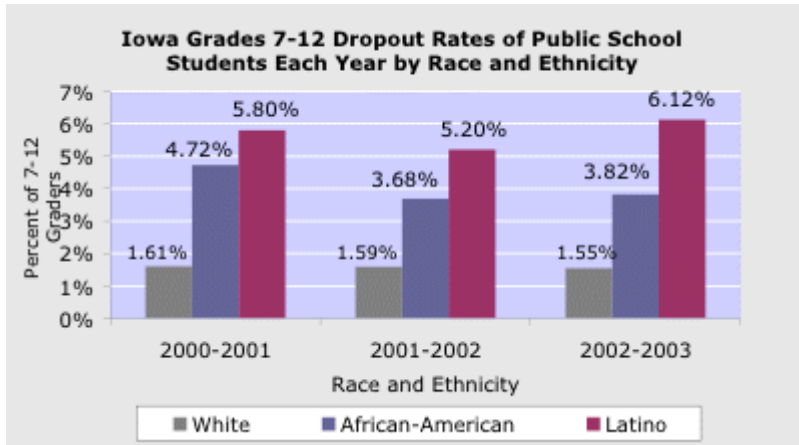
Percentage of African-Americans graduating high school as compared to the overall graduation rates of all high school students

Performance Target:

Establish Baseline.

Data Sources:

Iowa Department of Education



Data reliability: Federal and state agencies report reliable data.

Why we are using this measure: Among the multitude of measures relative to the status of African American high school drop out rates, , these represent one aspect in each

category.

What was achieved:

- Collaboration with Governor's Task Force on African American Student Achievement.
- Partner to the pilot projects in Sioux City and Waterloo school districts, regarding implementation of plans to reduce the education achievement gap of minority students.
- Partnership with Iowa Department of Education to provide cultural competency training to educators and ensure the training curriculum is adequate for such.

Analysis of results: Efforts are underway to identify barriers for African American student achievement and to ensure that the "system" is culturally competent to teach a diverse student population.

Factors affecting results: Social change is slow.

Resources used: Portion of 2 FTEs time

CORE FUNCTION

Name: Criminal Justice

Description: ICSAA serves as a focal point for the promotion of equity for African Americans in the economics, political, social and justice arenas throughout the state.

Why we are doing this: Educational disparity is a contributing factor to overrepresentation of African Americans in Iowa prisons.

What we're doing to achieve results: ICSAA continues to collaborate with other local, state and federal entities on issues particular to the overrepresentation of African Americans in the prison system. ICSAA has reviewed the Governor's Task Force recommendations regarding educational disparities as one contributing factor to overrepresentation of African Americans in Iowa prisons. ICSAA has partnered with the with the Department of Public Safety on reducing incidence of racial profiling by providing Cultural Competency training and will continue to work with both DPS and local police agencies to ensure that race is not a factor when making traffic stops and/or arrests for criminal offenses.

Results

Performance

Measures:

Ration of African Americans incarcerated as compared to the total incarcerated population.

Performance

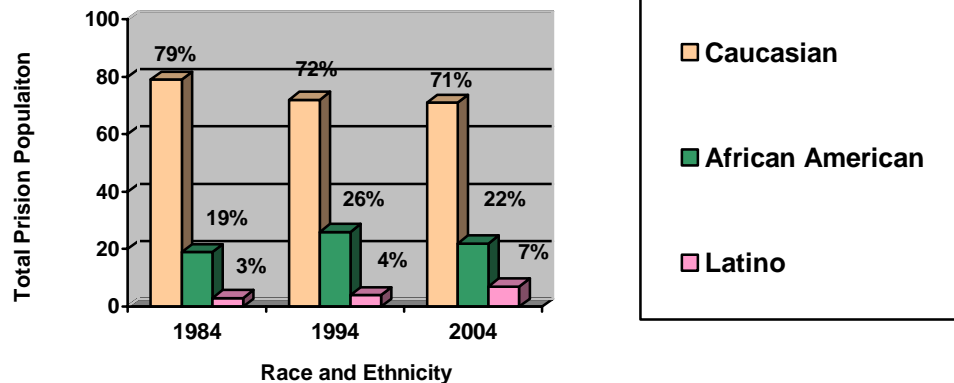
Target:

Establish Baseline.

Data Sources:

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

Iowa's Prison Population by Race and Ethnicity



Data reliability: Federal and state agencies report reliable data.

Why we are using this measure: Amongst the multitude of available measures relative to the criminal justice

and African Americans, this represents one key aspect to the problem of overrepresentation.

What was achieved:

- Four town hall meetings were held by ICSAA and Department of Public Safety (DPS) to review their racial profile study and results and to discuss with community leaders how to improve the public's perception of the state troopers.
- Cultural Competency training was provided to all DPS management staff.
- Cultural Competency training was provided to local police department's new recruits.

Analysis of results: Staff responded to all requests for technical assistance that included the need for development and facilitation of Cultural Competency training, training on African American culture, and tips on how to engage the African American community.

Factors affecting results: Social and political change is slow.

Resources used: Portion of 2 FTEs time