

**IOWA COMMISSION ON THE STATUS OF
AFRICAN-AMERICANS**

**PERFORMANCE
REPORT**

Performance Results Achieved for
Fiscal Year 2005

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INTRODUCTION

I am pleased to present the Iowa Commission on the Status of African Americans (ICSAA), in the Iowa Department of Human Rights, performance report for fiscal year 2005 (July 1, 2004 - June 30, 2005). This performance report is published in accordance with the Accountable Government Act to improve decision-making and increase accountability to stakeholders and citizens. The report contains valuable information about programs and services provided by our division to address the needs of Iowa's African American citizens.

This report includes performance information on the division's two core functions and five services, products and activities provided by the division. Iowa Commission on the Status of African Americans, despite major budget shortfalls and limited staff, maintained or increased FY05 performance levels as compared to FY04.

The Commission on the Status of African Americans continues to focus on improving the lives of the state's African American citizens by providing information, resources, technical assistance, and referrals to both African Americans and the greater community.

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
- Increased understanding by employers, agencies and individuals on how to recruit and retain a diverse workforce
- 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

We invite all citizens, businesses, and non-profit organizations in Iowa to join with ICSAA and its partners to achieve Governor Vilsack's goal of transforming the Iowa economy through the creation of high-wage jobs and increased numbers of working Iowans with post-secondary education.

Sincerely,

Kimberly Baxter
Director
Iowa Commission on the Status of African Americans

AGENCY OVERVIEW

Vision: The Iowa Commission on the Status of African-Americans pursuant to Chapter 216A.142 of the Iowa Code is legislatively mandated to report on the status of Iowans of African American descent. The Commission, with the support of staff, community leaders, public and private agencies, and organizations, will consider, review, and recommend programs, services, policies, legislation and administrative rules that will improve the quality of life for Iowa's African-American population.

Mission:

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, this Commission, in partnership with the broader African American community shall:

- Educate itself and others regarding the needs of the state's African American citizens and the issues that significantly affect them.
- Inform the broader African American community, legislative branches of government, and the general public of those needs and issues.
- Advocate for positive changes in policy, practices, and programs that potentially or actually negatively affect African American Iowans.
- Network with organizations and individuals on behalf of the state's African American population.

Core Function(s):

- Advocacy

Key Services, Products and/or Activities:

- The primary SPA for the ICSAA is advocacy for African Americans thereby carrying out its mission.

Annual Dr. Martin Luther King, Jr. Ceremony

On January 17, 2005, the State of Iowa celebrated 16 years of commemorating the late Reverend Dr. Martin Luther King, Jr. The event was held at the State of Iowa Historical Building, with the signing of a proclamation by Governor Thomas Vilsack, declaring the week of January 17th, Dr. Martin Luther King, Jr. Week. Over 350 attendees gathered to honor and enjoy this annual event. The Commission recognizes individuals and groups each year for their commitment in striving for equality, devoting their lives to committing acts of kindness, and performing services in their communities.

Legislative Breakfast

In February, the Iowa Commission on the Status of African-Americans, and other divisions in Human Rights, hosted a breakfast with the legislators. The purpose of the event was to allow commissioners a brief conversation with legislators, highlighting the goals and priorities of each commission. Seventeen senators and thirty-five representatives joined the commissioners and division staff for an informative session.

The Iowa African-American Journal

ICSAA produced five editions of "*The Iowa African-American Journal*" including a special "Black History Edition" which was distributed to constituents, partners, and legislators across the state.

Iowa's First

In support of Black History month, the Iowa Commission on the Status of African Americans is committed to educating the community and reminding every individual of the significant contributions African Americans have made in Iowa. To accomplish this effort, ICSAA provided information on twenty-eight extraordinary African Americans whose acts and deeds uplifted the community by breaking barriers in their perspective lives and careers to become pioneers as "Iowa's First." Each day during the month of February, ICSAA featured a different individual and their accomplishments, so every Iowan could continue to learn from our history.

I'll Make Me A World In Iowa (IMMAWII)

The seventh annual celebration of IMMAWII was held, highlighting African-American arts, culture, and contributions through education, awareness, preservation, and continual educational outreach. This event garners a little over 1,000 visitors each year, and devotes one day for educational outreach around African American History for students. Lt. Governor Sally Pederson and Iowa's First Lady Christie Vilsack, continue to be valuable supporters of this endeavor. The Commission served on executive and advisory boards and continued to provide resource materials, input, and support of the program since its inception in 1999.

Iowa Coalition Against Sexual Assault – Women of Color Advisory Network (IowaCASA)

The Women of Color Advisory Network planned its fifth statewide conference "Different Colors of Violence V: Respect & Protect in our Communities" for teens of color, held in December 2004. Over 300 middle and high school students attended the two-day event. The informational and interactive workshops were filled with strategies to identify and prevent violence in their homes, schools, communities, and personal relationships. In April, the committee sponsored a sexual assault vigil for victims in the Des Moines community. The IowaCASA advisory committee was formed to involve women of color from across the state to recommend and research effective ways to educate our communities about violence against women and act as a referral/resource component to those who have needs in addition to sexually violent victimization issues. The advisory committee also makes recommendations on services that may need to be offered differently to communities of color. ICSAA continues to be a viable source for this advisory committee since its inception in 1999.

Disproportionate Minority Contact Committee of the Juvenile Justice Advisory Council (DMC)

The third annual state conference was held in December, with over 300 attendees from across the state. The conference focused on the overrepresentation of minority youth detained or confined in secure detention and correctional facilities, jails and lock-ups, which is a significant problem in Iowa as well as nationally. The two-day conference was designed to examine issues, explore potential solutions, provide information about current efforts to reduce DMC

and provide resources to those who wanted to reduce DMC in their communities. This committee was developed by the Criminal & Juvenile Justice Program Advisory Council to reduce the incidence of disproportionate minority confinement of youth across the state. ICSAA provides valuable input and resources for this advisory committee since its inception in 2001.

Friends of Iowa Civil Rights Commission – Statewide Diversity Conference – Iowa’s Mosaic

The second statewide conference, formed by the Friends of Iowa Civil Rights, Inc., was held in November at the Scheman Center in Ames, Iowa. Dr. Julianne Malveaux, who is an economist, author and commentator, served as the keynote speaker presenting her views on issues such as race, culture, gender, and their economic impacts shaping public views in 21st century America. Iowa native Greg Alan Williams returned to bring a powerful message on stepping up and speaking up! “Iowa’s Mosaic” was filled with workshops to empower over 400 attendees to celebrate Iowa’s many unique cultures. ICSAA provides valuable input to the advisory and planning committees since its inception in 2002.

White Privilege Conference (WPC)

Central College hosted the 6th annual White Privilege Conference in April 2005. The conference hosts a diverse cast of participants and speakers each year. The conference takes a comprehensive look at complex issues related to privilege and oppression. WPC addresses the society in which we live and the advantages that accrue for some but not others. Participants gain strategies and skills to dismantle these systems of privilege and oppression.

Help America Vote Act (HAVA)

The Help America Vote Act provides Iowa with an opportunity to improve our good elections process. This new federal initiative, known as HAVA, was signed into law in 2002. It received overwhelming bipartisan Congressional support, including the votes of Iowa’s U.S. Senators. The purpose of HAVA is to assure access to polling places and the entire election process in each state for persons with disabilities, and to remove any discrimination in Iowa polling places for all citizens. The Secretary of State’s office collaborates with ICSAA to obtain input on training of election staff and assistance with providing outreach to minority groups across the state.

40th Anniversary of Civil Rights Act Statewide Celebration

The 40th Anniversary of the passage of the 1964 United States Civil Rights Act was celebrated in conjunction with the annual Blues Fest, on the Mississippi River levee at LeClaire Park in Davenport, Iowa, July 2-4, 2004. The landmark law prohibited racial discrimination in public accommodations, publicly owned or operated facilities, employment and union membership, and voter registration. The Civil Rights Celebration featured Dr. Ruth White, former Human Rights director, nationally recognized Civil Rights speaker, Reverend C.T. Vivian, SST Communications performing “Synergy from Others”, Dr. Eddie Moore Jr. and adult and children’s activities in addition to Blues Bands and activities historically related to the Blues Fest. ICSAA provided input on the planning committee and assisted in hosting the celebration.

Great Places

ICSAA, along with 18 other state agencies and divisions, was a part of the Great Places planning consortium. Governor Thomas Vilsack provided a first look at plans for the Great Places initiative, which he announced in his Condition of the State Address and created with Executive Order 39 in January 2005. The Great Places concept is designed to bring together

the resources of state government to build capacity in communities, regions, neighborhoods, or districts to cultivate the unique and authentic qualities that make Iowa special. The Great Places initiative will also bolster the state's other successful economic tools like Vision Iowa and the Iowa Values Fund.

40th Anniversary of U.S. Voting Rights Act

To celebrate the legacy of voting rights, and to educate and engage Iowans about the history and future of our right to vote, the Secretary of State and a coalition of Iowa organizations are developing a "Celebrate Voting" initiative. It will include a series of events in communities throughout the state – all designed as a tribute to the 40th anniversary of the Voting Rights Act, the 85th anniversary of the 19th Amendment, and the dynamic process that continues to expand access to voting for all citizens. In August, it will be 40 years since President Johnson signed the Voting Rights Act, which codified and put into effect the 15th Amendment's guarantee that "no person shall be denied the right to vote on account of race or color." With this milestone, and before it the passage of the 19th Amendment to secure voting rights for women (1920), we are reminded that voting in America has been an evolving process.

Department of Public Safety & ICSAA Recruitment Fairs

Last Spring, the Iowa Department of Public Safety (DPS) and ICSAA, visited with Iowans across the state to discuss the issue of racially biased policing and the well being between law enforcement agencies and minority communities. Loud and clear, Iowa's minority communities voiced dissatisfaction with being underrepresented professionally in the Iowa State Patrol and other law enforcement agencies. The Department of Public Safety is taking great strides to repair this shortcoming by aggressively recruiting minorities and women into the application process. ICSAA and DPS hosted two job information receptions in Cedar Falls and Waterloo in May 2005, for those interested in exploring a career with the Iowa Department of Public Safety. DPS is committed to effective outreach to all citizens and aims to recruit and hire the most qualified and dedicated applicants. ICSAA continues to provide marketing assistance and conduct Cultural Competency training for DPS supervisors, officers, and new recruits.

Technical Assistance

The Commission on the Status of African-Americans is a vehicle to provide information, services and referrals, and remains the bridge of communication between African Americans and state government. Over this past year, ICSAA assisted over **500** Iowans who contacted the Division with requests for assistance with resources, referrals, minority recruitment, training, and African American representation on various task forces and/or advisory committees.

Areas in which ICSAA offers technical assistance include but are not limited to:

- Assessment
- Data and Statistics
- Diversity and Cultural Competency Training
- Education Assistance
- Housing Referral
- Outreach and Marketing
- Program Development
- Employment and Referral

ICSAA provided technical assistance to community, religious and faith-based organizations, and local, state, and federal government agencies in fiscal year 2005.

The list includes, but is not limited to:

African American Historical Museum – Waterloo	Department of Public Safety	Iowa Juneteenth Committee
African American Leadership Coalition	Department of Transportation	Iowa State University
African American Male National Council	Des Moines University	Iowa Workforce Development
American Heart Association	DMACC Re-entry Program	ISED Ventures
Bankers Trust	DMC Advisory Council	League of Human Rights Agencies
Central College, Pella	Drake University	Mercy Hospital
Citizens for Community & Justice	Employee & Family Resources (EFR)	NAACP
Creative Visions	Family Planning Council	National Conference for Community & Justice (NCCJ)
Davenport Civil Rights Commission	Friends of Iowa Civil Rights Commission	African Welfare Commission
Department of Administrative Services	Habitat for Humanity	Office of Secretary of State
Department of Corrections	Hamilton Business College	Polk County DECAT
Department of Cultural Affairs	Hawkeye Community College	Polk County Victim Assistance
Department of Economic Development	Iowa Attorney General	Sioux City School District
Department of Education	Iowa Bystander	Sisters on Target
Department of Human Services	Iowa Civil Rights Commission	Waterloo School District
Department of Public Health	Iowa Council for International Understanding	Young Women’s Resource Center

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 pertaining to African American issues.

Organizational Structure:

The Commission on the Status of African Americans is one of eight divisions within the Department of Human Rights. The Director of the Department of Human Rights serves *ex officio*. The Administrator reports to the Governor and the Commission provides policy direction. The Administrator supervises the staff.

Number of Staff:

ICSAA's staff consists of a full time Administrator and one other full time Program Planner 2 position. The Administrator is appointed by the Governor and serves at will. The Commission is comprised of nine community members that are appointed by the Governor and confirmed by the Senate for four-year terms with membership balanced by gender and political party. The Commission is required by statute to meet quarterly.

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.

KEY RESULTS

CORE FUNCTION

Name: Advocacy

Description: Improve Student Achievement.

Why we are doing this: The national and state disparity regarding the achievement gap between minority students as compared to White students must be addressed. The Division on the Status of African-Americans wants to ensure all students, regardless of race, have access to a quality education. Furthermore, Governor Vilsack has set a goal to double the number of Iowans with post secondary education. This goal is important to Iowa's economic vitality, as influenced by the availability of trained people for high-skilled, high-wage jobs. Studies show that the more education a person acquires, the higher their earnings potential.

What we're doing to achieve results: ICSAA is a primary partner and collaborator with the Governor's Task Force on African American Student Achievement. ICSAA continues to collaborate with, and monitor those pilot projects in Sioux City and Waterloo school districts regarding implementation of plans to reduce the education achievement gap of minority students. Furthermore, ICAAA has worked with other school districts including the Des Moines Public Schools to provide cultural proficiency training to administrators and educators to ensure they have the skill and cultural knowledge when educating children of color.

Results

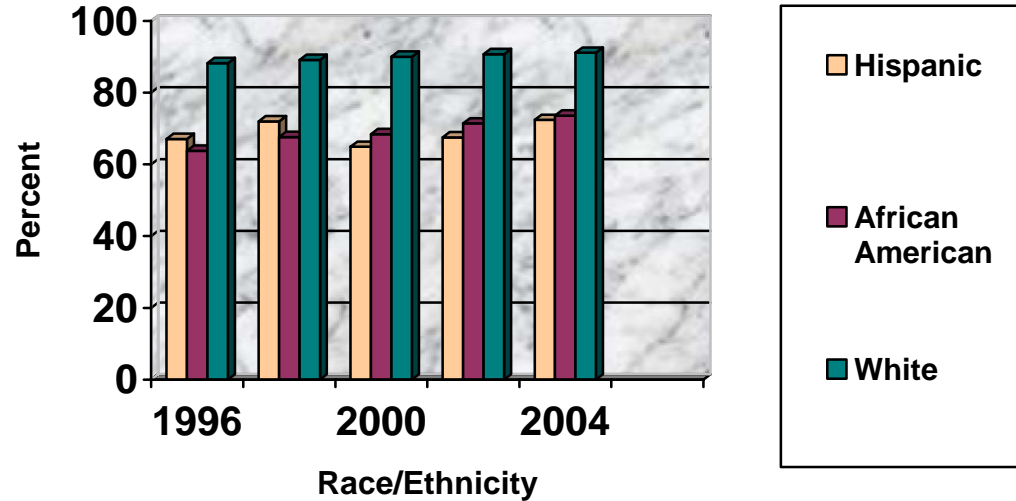
Performance Measure:

Percentage of African American students successfully completing high school.

Performance Target

80%:

Iowa High School Graduation Rates By Race/Ethnicity



What was achieved: Cultural Proficiency training was provided to school administrators and educators across Iowa. ICSAA continues to collaborate with the Iowa Department of Education.

Data Sources: The Iowa Department of Education, Bureau of Planning, Research, and Evaluation, Basic Educational Data Survey, High School Completers and Dropout Files. **Note: 2005 Graduation data is not available from the Department of Education until February 2006.**

Resources: Portion of 1 FTE's time is associated with this activity.

KEY RESULTS

CORE FUNCTION

Name: Advocacy

Description: Reduce the overrepresentation of African Americans in the criminal justice system.

Why we are doing this: ICSAA reviewed the Governor's Task Force recommendations overrepresentation of African Americans in Iowa prisons. The Task Force cited educational disparity as one contributing factor. Additionally, statistics show that the prison population for African Americans is over 200% higher than the total percentage of African Americans living in Iowa.

What we're doing to achieve results: ICSAA continues to collaborate with other local, state, and federal agencies regarding the issue of overrepresentation of African Americans within the prison system. Furthermore, ICSAA continues to collaborate with the Department of Public Safety (DPS) to provide cultural competency training for all supervisors, police officers, and new recruits to ensure that race is not a factor when making traffic stops and/or arrests. Additionally, ICSAA assisted DPS with their targeted minority recruitment campaign geared to increase the number of minority applicants applying for state peace officer positions. ICSAA remains on the state's Disproportionate Minority Contact Advisory Board.

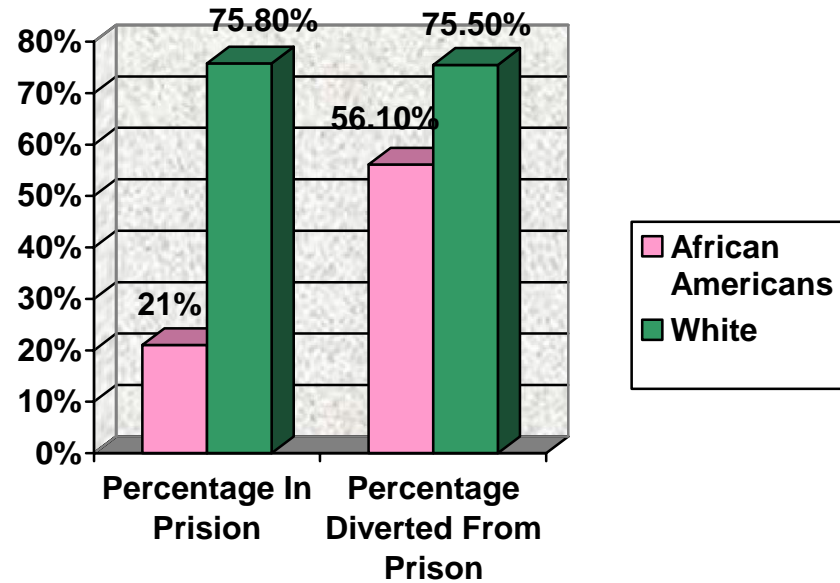
Results

Performance Measure:

Percentage of African Americans averted from prison to alternative community-based programs.

Performance Target:

90%



What was achieved: Cultural Competency trainings were provided to DPS managers and supervisors. Three minority recruitment fairs were held across Iowa to generate interest by minority constituents in a career in law enforcement.

Data Sources: The Division of Criminal and Juvenile Justice Planning's Data warehouse.

Resources: Portion of 1 FTE's time is associated with this activity.

KEY RESULTS

SERVICES/PRODUCTS/ACTIVITIES (SPA)

Name: Advocacy, Outreach and Referral

Description: Advocate for, provide public awareness, education, training, and program development on issues affecting the African American community, develop new program and policy initiatives to ensure equality for Iowa's African American citizens.

Why we are doing this:

What we're doing to achieve results:

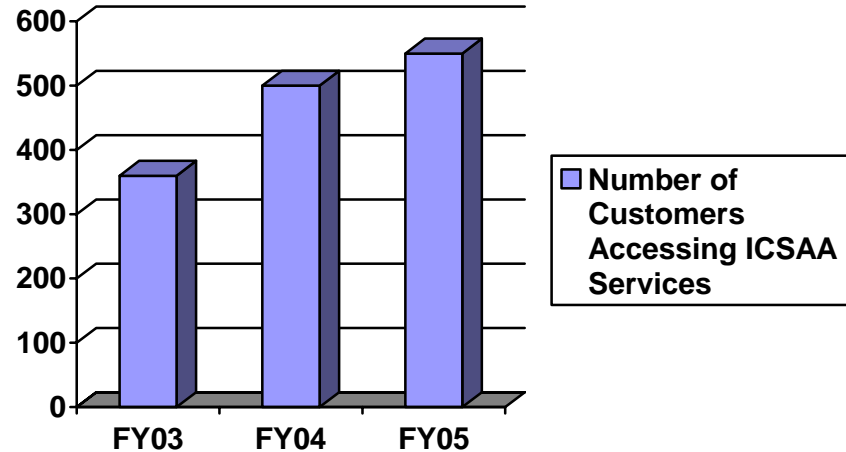
Results

Performance Measure:

Number of customers, groups, and agencies who utilize ICSAA's services.

Performance Target:

Establish baseline in 2005



What was achieved: The division served over 550 customers, groups, and agencies who requested assistance.

Data Sources: ICSAA Constituent database.

Resources: Portion of 2 FTE's time is associated with this activity.

AGENCY PERFORMANCE PLAN RESULTS

FY 2005

Name of Agency: Iowa Commission on the Status of African-Americans			
Agency Mission: The Iowa Commission on the Status of African-Americans mission is to consider, review, and recommend programs, services, policies, legislation, and administrative rules for Iowa's African American population.			
Core Function: Advocacy			
Performance Measure (Outcome)	Performance Target	Performance Actual	Performance Comments & Analysis
1. Percentage of African American students successfully completing high school	80%	73.6%	What Occurred: 73.6% African American students graduated high school, a 15% increase since 1996 when only 63.8% of African Americans graduated high school. Data Source: Iowa Department of Education
2. Percentage of African Americans averted from prison to alternative community-based programs	90%	56.1%	What Occurred: 56.1% of African Americans in the criminal justice system were diverted from prison and into some type of community-based correction program. Data Source: Iowa Criminal and Juvenile Justice Planning data warehouse.
Service, Product or Activity:			
Performance Measure	Performance Target	Performance Actual	Performance Comments & Analysis
1. Number of customers, groups and agencies of ICSAA services	Establish baseline	~550	What Occurred: The division served over 550 constituents and customers. Data Source: ICSAA constituent database.
2. Number of individuals contacting ICSAA for referral or advocacy	Establish baseline	500	What Occurred: The division fielded over 500 requests for assistance. Data Source: ICSAA contact database.
Service, Product or Activity:			
Performance Measure	Performance Target	Performance Actual	Performance Comments & Analysis
1. Percentage of customers receiving assistance upon request	100%	100%	What Occurred: 100% of customers received assistance. Data Source: ICSAA contact database.
2. Number of hits on the ICSAA website	Establish baseline	NA	What Occurred: ICSAA did not have the technology to track properly track new client hits to the database. ICSAA is working with ITE to obtain such.
Service, Product or Activity:			
Performance Measure	Performance Target	Performance Actual	Performance Comments & Analysis
1. Percentage of ICSAA's publications available on the website	100%	100%	What Occurred: 100% of ICSAA's publications were available on the website. Data Source: ICSAA directive.
2. Number of active subscribers to the African American newsletter	Establish baseline	~300	What Occurred: ICSAA has over 300 subscribers to our newsletter. Data Source: ICSAA electronic contact database.

AGENCY PERFORMANCE PLAN RESULTS

FY 2005

Name of Agency: Iowa Commission on the Status of African-Americans			
Agency Mission: The Iowa Commission on the Status of African-Americans mission is to consider, review, and recommend programs, services, policies, legislation, and administrative rules for Iowa's African American population.			
Service, Product or Activity: Advocacy			
Performance Measure	Performance Target	Performance Actual	Performance Comments & Analysis
1. Number of educational events for Iowa's African American communities	Establish baseline	5	What Occurred: ICSAA provided five educational events over the past year either solely or in collaboration with other departments and agencies. Data Source: ICSAA reports.
2. Number of agencies who receive technical assistance from ICSAA	Establish baseline	50	What Occurred: Over 50 agencies and organizations received technical assistance this past year. Data Source: ICSAA reports.
Service, Product or Activity:			
Performance Measure	Performance Target	Performance Actual	Performance Comments & Analysis
1. Number of hours each Commissioner spends on community outreach and education	Establish baseline	N/A	What Occurred: ICSAA experienced over 30% Commissioner turnover this past year.
2. Percentage of Commissioners submitting reports	100%	20%	What Occurred: 20% of Commissioners submitted provided quarterly reports on a regular basis. Data Source: ICSAA Commission minutes and notes.
Service, Product or Activity:			
Performance Measure	Performance Target	Performance Actual	Performance Comments & Analysis
1. Number of collaborative projects continued	Establish baseline	20	What Occurred: ICSAA collaborated with over 20 agencies and organizations. Data Source: ICSAA 2005 Annual Report.

Resource Allocations

Budget:

ICSAA's budget for fiscal year 2005 consisted of a State appropriation of \$118,296. There was \$20,000 transferred into appropriation J78, from J71, Central Administration. The available funds for ICSAA during FY2005 totaled \$138,296.

Agency Contacts

Copies of Iowa Department of Human Rights, Commission on the Status of African Americans' Performance Report are available on the Results Iowa website at:

<http://www.resultsiowa.org/>

Additionally, copies of the report can be obtained by contacting the division:

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